

TOWN OF MILLBURY

ANNUAL REPORT OF THE TOWN OFFICIALS



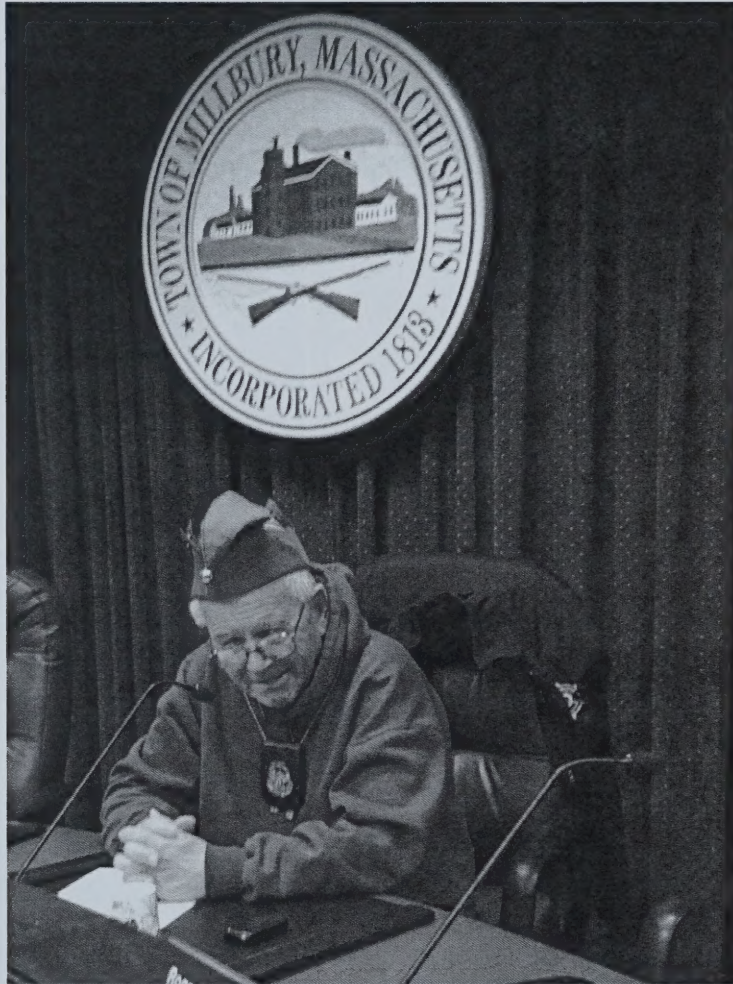
FISCAL YEAR 2019
(JULY 1, 2018 - JUNE 30, 2019)



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DEDICATION



Joseph F. Coggans Jr.

The fiscal year 2019 Town of Millbury Annual Report is dedicated to Joseph F. Coggans Jr., who passed in January 2019. Joseph had a long history of involvement and service in Millbury. He served the Town of Millbury in various capacities for over 30 years, including the Board of Selectmen and the Board of Assessors. Joe had a great sense of humor and always made you laugh, he will be greatly missed.

IN MEMORIUM 2019

Our Appreciation and Sympathy is extended to the families of those who served our community.

JOAN RAYMOND

Died July 14, 2018
Special Police (Matron)
Planning Board
Local Housing Partnership
Housing Committee

BARBARA G. MURRAY

Died August 16, 2018
Substitute Poll Worker
Poll Worker

DENNIS P. LEONARD

Died August 24, 2018
School Committee
School Building Needs Committee
175th Anniversary Committee

GEORGE BURON

Died September 11, 2018
Municipal Office Building Committee
Sewerage Commission
C.M.R.P.C 2nd Delegate
Public Works Council
Water Study Committee
Dept. of Public Works Study Committee
Master Plan Committee

JOHN G. O'CONNELL

Died December 12, 2018
C.D. Auxiliary Fire Fighter

MARJORIE MCARDLE

Died January 24, 2019
Poll Worker

JOSEPH F. COGGANS, JR

Died January 22, 2019
Cable T.V. Oversight Committee
Ambulance Study Committee
Investigation Committee
Special Police Officer
Youth Commission
Capital Budget Committee

IN MEMORIUM 2019

JOSEPH F. COGGANS, JR
CONTINUED

Board of Selectmen
Earth Removal Board
Transfer Station Privatization Committee
Board of Assessors
Public Access Advisory Committee

MYLES J. SCANNELL

Died January 30, 2019
Board of Fire Engineers

JOHN J. FOLEY

Died April 4, 2019
School Building Needs Committee

THOMAS BIEN

Died April 14, 2019
Investigation Committee

ROLAND MITCHELL

Died April 26, 2019
Finance Committee

DEBRA DELISIO

Died June 16, 2019
Cultural Arts Council

LEO BOLIVER

Died June 20, 2019
Civil Defense Fireman
Charter Committee

MARTHA G. CAMPOLITO

Died June 20, 2019
Resource Recovery Advisory Committee

STATISTICS

TOWN:	Millbury
COUNTY:	Worcester
LOCATION:	East Central Massachusetts bordered by Worcester on the north, Grafton on the east, Sutton on the South, and Oxford and Auburn On the West. Approximately 43 miles from Boston, 37 miles from Providence, Rhode Island and 178 miles from New York City.
GOVERNMENT:	Settled in 1704 Incorporated June 11, 1813 Home Rule Charter Open Town Meeting Divided into four (4) precincts
POPULATION:	2000 – 12,784 2005 - 12,784 2010 - 13,261 2015 - 13,261
REGISTERED VOTERS:	9,404
LAND AREA:	15.84 Square miles
DENSITY:	2000 807 persons per sq. mile; 2005 807 persons per sq. mile; 2010 816 persons per sq. mile; 2015 816 persons per sq. mile;
ELEVATION AT MILLBURY CENTER	471 feet above mean sea level
ROADS:	State – 5.85 miles Town – 72 miles Mass. Tpke. – 4.42 miles
ANNUAL TOWN MEETING:	First Tuesday in May
ANNUAL TOWN ELECTION:	Last Tuesday in April

FEDERAL AND STATE OFFICIALS
Serving Millbury

UNITED STATE SENATOR

Elizabeth A. Warren

REPRESENTATIVE IN CONGRESS

Second Congressional District
James P. McGovern - Springfield

GOVERNOR'S COUNCILLOR

Seventh Councillor District
Jennie L. Caissie - Worcester

SENATOR IN GENERAL COURT

Second Worcester Middlesex
Michael O. Moore

REPRESENTATIVE IN GENERAL COURT

Seventh Worcester Representative District
Paul K. Frost

DISTRICT ATTORNEY

Middle District Worcester
Joseph D. Early, Jr.

REGISTER OF PROBATE AND INSOLVENCY

Stephanie Fattman
Worcester

SHERIFF

Lewis G. Evangelidis
Worcester

TOWN OFFICIALS - ELECTED

SELECTMEN - 3YEARS

Jon Adams, Chairman
Katherine M. McKenna
Christopher Naff
Mary Krumsiek
Scott Despres

EXPIRES:

April, 2020
April, 2021
April, 2021
April, 2022
April, 2022

BOARD OF ASSESSORS - 3 YEARS

George "Rusty" Valery April, 2020
Joseph F. Coggans, Jr.* April, 2021
E. Bernard Plante (Interim February 21, 2019 until April 30, 2019)
Jonathan M. Cammuso April, 2021
Jude Thomas Cristo April, 2022
Jean Moroski, Assistant Assessor**
Phongsaly Keomanivong, Assistant Assessor (Effective April 22, 2019)***

SCHOOL COMMITTEE – 3 YEARS

Susan M. Teixeira April, 2020
Christopher Wilbur April, 2021
Julia Lagerholm April, 2021
Jennifer B. Nietupski April, 2022
Nancy A. Prior April, 2022

RE-DEVELOPMENT AUTHORITY – 5 YEARS

Leonard F. Mort, Chairman April, 2020
Harold Proodian April, 2021
Christine A. Valery April, 2022
Walter Swenson May, 2023
David M. Delaney April, 2024
Vacancy, State Member

BOARD OF HEALTH – 3 YEARS

James M. Morin April, 2020
Armand O. White April, 2021
Ronald J. Marlborough April, 2022

TOWN OFFICIALS - ELECTED

HOUSING AUTHORITY – 5 YEARS

Gil Picard	<u>EXPIRES:</u> April, 2018
Lucy Chabot	April, 2018
Veronica A. Wood	April, 2018
Sherry J. Forleo	April, 2019
Frances M. Gauthier, State Member	July, 2012
Carol Smith, Executive Director	

PLANNING BOARD – 3 YEARS

Richard F. Gosselin, Jr., Chairman	April, 2020
Terry Burke Dotson	April, 2020
Paul A. Piktelis	April, 2021
Matthew Ashmankas	April, 2021
Bruce M. Devault	April, 2022

LIBRARY TRUSTEES – 3 YEARS

Paul T. DiCicco, Co-Chair	April, 2020
Stephanie Phillips-Richter	April, 2020
Jeffrey D. Raymond	April, 2021
Carol F. Burke, Co-Chair	April, 2021
Christine Brady	April, 2022
Eric M. Boll	April, 2022
Christine Marie Fintzel	April, 2022

MODERATOR – 3 YEARS

Jim McKenna	April, 2021
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BLACKSTONE VALLEY REGIONAL SCHOOL COMMITTEE – 4 YEARS

Chester P. Hanratty, Jr.	December, 2022
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APPOINTMENTS BY THE BOARD OF SELECTMEN

TOWN MANAGER

David J. Marciello

EXPIRES:

TOWN COUNSEL-ANNUAL

Mirick O'Connell

June 30, 2018

POLICE CHIEF

Donald Desorcy

LIQUOR LICENSE AGENTS

Chief Donald Desorcy

June 30, 2019

Sgt. Christopher Polselli

June 30, 2019

Sgt. Kimberly Cadrin

June 30, 2019

Sgt. Stephen McFaul

June 30, 2019

Sgt. Brian Lewos

June 30, 2019

Sgt. Paul Lemoine

June 30, 2019

Sgt. Christopher Polselli

June 30, 2019

FOREST FIRE WARDEN

Richard Hamilton

June 30, 2019

DEPUTY FOREST FIRE WARDEN

David J. Rudge

June 30, 2019

Brian Gasco

June 30, 2019

Steven Piscitelli

June 30, 2019

Robert A. Silver, Jr.

June 30, 2019

ADDICTION ASSISTANCE ALLIANCE

Elizabeth Weidman

June 30, 2020

Peter Hanson

June 30, 2020

Peggy Hauck

June 30, 2020

**Doreen Thornburg

June 30, 2020

**Amy George

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

Vacancy

June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

BLACKSTONE VALLEY REGIONAL ECONOMIC DEVELOPMENT COUNCIL

EXPIRES:

Robert Spain	June 30, 2017
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BOARD OF APPEALS 3 YEAR TERM

****Paul M. Nigosian, Chairman**

Robert Simmarano	June 30, 2019
Dan Mezynski	June 30, 2019
Anna Lewandowski – Alternate	June 30, 2019
Kenneth Perro	June 30, 2020
Harold Proodian	June 30, 2020
Michael Georges	June 30, 2022

BOARD OF FIRE ENGINEERS – Annual

Richard Hamilton, Chief	June 30, 2019
David J. Rudge	June 30, 2019
Steven Piscitelli	June 30, 2019
Brian K. Gasco	June 30, 2019
Robert A. Silver, Jr.	June 30, 2019

BOARD OF REGISTRARS 3 YEAR TERM

Jerilyn Stead	June 30, 2020
Mary Brawn	June 30, 2020
Frank V. Irr	June 30, 2020

BUTLER FARM RE-USE COMMITTEE

Robert Hiser	June 30, 2020
Philip Miles	June 30, 2021
Francis B. King	June 30, 2021
Victor C. Irr, Jr.	June 30, 2021
Mary Krumsiek	June 30, 2021
Kathleen Brosnihan	June 30, 2021
Ryan King	June 30, 2021
Vacancy, Alternate	June 30, 2020

CENTRAL MASS METROPOLITAN PLANNING ORGANIZATION (MPO)

From Central Mass. Regional Planning Commission - Southeast Sub Region

Francis B. King, Alternate Representative	June 30, 2020
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APPOINTMENTS BY THE BOARD OF SELECTMEN

CENTRAL MASS REGIONAL PLANNING COMMISSION CMRPC - 1 YEAR TERM

	<u>EXPIRES:</u>
1st Delegate – Terry Burke Dotson, Planning Board Rep.	June 30, 2019
Alternate Delegate – Mary Krumsiek - Selectmen	June 30, 2019
2nd Delegate – **Sandra J. Cristo, Selectmen	June 30, 2020
Alternate Delegate – Jon Adams – Selectmen	June 30, 2020

CONSERVATION COMMISSION 3 YEAR TERM

Donald R. Flynn, Chairman	June 30, 2019
Paul T. DiCicco	June 30, 2019
Ronald A. Stead	June 30, 2020
Anthony Cameron	June 30, 2021
Sarah C. Hoecker	June 30, 2021

COUNCIL ON AGING - 3 YEAR TERM

Kevin Higginbottom	June 30, 2020
Betty Hamilton	June 30, 2020
Lee Ayotte	June 30, 2020
Edna Lapan	June 30, 2021
Karen Peltier, Chairperson	June 30, 2021
Sarabeth Persiani	June 30, 2021
Steve Walinsky	June 30, 2022
Richard Townsend	June 30, 2022
Stuart Mulhane	June 30, 2022
Joyce Sampson	June 30, 2023
Marie Kosiba	June 30, 2023

EARTH REMOVAL BOARD - 3 YEAR TERM

Thomas G. Brown	June 30, 2021
**Al Peloquin	June 30, 2021
Scott Despres	June 30, 2019
Anna Lewandowski	June 30, 2020
Bruce Devault	June 30, 2022

APPOINTMENTS BY THE BOARD OF SELECTMEN

ENERGY ADVISORY COMMITTEE

Paul Stringham	<u>EXPIRES:</u> June 30, 2020
Vacancy	June 30, 2020
James Dunn	June 30, 2021
Laurie Connors	June 30, 2021
Rick Bedard	June 30, 2021
Jeffrey Dore	June 30, 2021
Patricia Arp	June 30, 2021
Daniel Gawrych	June 30, 2021
Vacancy	June 30, 2021

HISTORICAL COMMISSION 3 YEAR TERM

Vacancy	June 30, 2019
Vacancy	June 30, 2019
Vacancy	June 30, 2020
Philip Miles	June 30, 2020
Stefan Strychar	June 30, 2021
Bruce Nichols	June 30, 2021
Jeffrey Raymond	June 30, 2021

MILLBURY FIRE HISTORICAL COMMITTEE

Frank Gagliardi	June 30, 2019
Bruce Nichols	June 30, 2019
Jeffrey Dore	June 30, 2020
Francis B. King	June 30, 2020
Richard P. Hamilton, Jr.	June 30, 2020
Steven Piscitelli	June 30, 2020

APPOINTMENTS BY THE BOARD OF SELECTMEN

ROADWAY ADVISORY COMMITTEE

Vinod Kalikiri	<u>EXPIRES:</u> June 30, 2019
Frederick A. Moseley	June 30, 2019
Paul T. DiCicco	June 30, 2019
Robert Pine, Jr.	June 30, 2019
Thomas Perry	June 30, 2020

SMALL BUSINESS SATURDAY TASK FORCE

Sandy Cristo	June 30, 2020
Vacancy	June 30, 2020
Vacancy	June 30, 2020
Vacancy	June 30, 2020
Vacancy	June 30, 2020

WORCESTER COUNTY SELECTMEN'S ASSOCIATION

Mary Krumsiek – Delegate	June 30, 2020
Sandy Cristo - Alternate	June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

TOWN CLERK

Jayne Marie Davolio
Christine M. Billington, Assistant Town Clerk

EXPIRES:

June, 2019
June, 2019

MUNICIPAL FIRE/BUILDING CODE VIOLATIONS HEARING OFFICER

Jayne Marie Davolio

June, 2019

PARKING CLERK

Jayne Marie Davolio

June, 2019

HUMAN RESOURCE DIRECTOR

James F. Kelley

October 16, 2020

ASSISTANT ASSESSOR

Jean Moroski

June 30, 2020

FINANCE DIRECTOR

**Katherine M. McKenna
Andrew Vanni

June 30, 2021

ASSISTANT TOWN ACCOUNTANT

Sherri Brousseau

June 30, 2020

COLLECTOR/TREASURER

Denise Marlborough
Maureen Gibson, Assistant

June, 30, 2019
Indefinite Term

TOWN PLANNER

Laurie Connors

March 13, 2020

ENERGY MANAGER

Patricia Arp

August 8, 2020

DEPARTMENT OF PUBLIC WORKS DIRECTOR

Keith Nastasia

June 30, 2020

DRIVEWAY AND HIGHWAY OPENING PERMIT INSPECTOR

Keith Nastasia

June 30, 2020

OPERATIONS MANAGER PUBLIC WORKS

APPOINTMENTS BY THE TOWN MANAGER

BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER

Paul Stringham

September 25, 2020

LOCAL BUILDING INSPECTOR, ASSISTANT

Jason Shilinsky

June 30, 2020

WIRING INSPECTOR

Larry Morris

George Duhamel, Assistant

EXPIRES:

June 30, 2019

June 30, 2020

PLUMBING AND GAS INSPECTOR

Gregory Gauthier

Brian Gasco, Asst.

June 30, 2019

June 30, 2019

DIRECTOR OF COUNCIL ON AGING

Judith O'Connor

LIBRARY DIRECTOR

**Elizabeth Valero

June 30, 2021

PUBLIC ACCESS DIRECTOR

Kevin Krassopoulos

June 30, 2021

ASA WATERS MANSION

John K. McElroy, II, Director

April 17, 2020

VETERANS SERVICES AND BENEFITS

Philip Buso, Veterans Agent

June 30, 2020

ANIMAL CONTROL OFFICER

Daniel Chauvin

INSPECTOR OF ANIMALS

Ed Mansfield

APPOINTMENTS BY THE TOWN MANAGER

TREE WARDEN

**Ronald Despres

***Warren Gardner

EXPIRES:

June 30, 2020

June 30, 2020

CERTIFIED WEIGHER AND MEASURER OF WOOD AND BARK

**Ronald A. Despres

June 30, 2020

EMERGENCY MANAGEMENT AGENCY

Steven M. Kosiba, Director

June 30, 2021

FIRE DEPARTMENT PHOTOGRAPHER

Edward A. Cote

June 30, 2019

SEALER OF WEIGHTS AND MEASURERS

Ronald Valinski

June 30, 2019

CERTIFIED WEIGHER

Juan Cordon

Wheelabrator

June 30, 2019

Roger Sabourin

Wheelabrator

June 30, 2019

Vacancy

Granger Lynch Corp.

June 30, 2019

Vacancy

Granger Lynch Corp.

June 30, 2019

AMBULANCE COMMITTEE

Richard P. Hamilton, Jr.

June 30, 2020

Vacancy

June 30, 2019

Vacancy

June 30, 2019

Vacancy

June 30, 2019

Vacancy

June 30, 2019

ASA WATERS TASK FORCE

Sandra J. Cristo

April 30, 2019

Armand White

April 30, 2019

Paul Routhier

June 30, 2020

Jeffrey A. Dore

June 30, 2020

Jennifer Kephart - Atteridge

June 30, 2020

Christopher J. Naff

June 30, 2020

Mary L. Griffith

June 30, 2021

Katherine McKenna

June 30, 2021

Vacancy, Alternate

June 30, 2021

APPOINTMENTS BY THE TOWN MANAGER

BLACKSTONE RIVER AND CANAL COMMISSION

Judith Reilly

EXPIRES:

June 30, 2021

CELL TOWER OVERLAY DISTRICT COMMITTEE

Michael Mann

June 30, 2020

Nancy Conley

June 30, 2020

Jeff Dore

June 30, 2020

Laurie Connors

June 30, 2020

Paul Stringham

June 30, 2020

Donald P. Desorcy

June 30, 2020

Richard P. Hamilton, Jr.

June 30, 2020

Steven M. Kosiba

June 30, 2020

CEMETERY COMMISSION

Gilbert Picard, Chairman

June 30, 2019

Marcia Landry

June 30, 2021

Randolph Mogren

June 30, 2021

COMMISSION ON DISABILITIES

Michael Kennedy

June 30, 2019

Vacancy

June 30, 2019

Vacancy

June 30, 2019

Kent Stowe

June 30, 2020

Thomas G. Brown

June 30, 2020

Deborah Dymek

June 30, 2020

Vacancy

June 30, 2020

Jim Clifford

June 30, 2021

COMPLETE STREETS COMMITTEE

Laurie Connors

June 30, 2021

Keith Nastasia

June 30, 2021

Mary Krumsiek

June 30, 2021

Michael Kennedy

June 30, 2021

Vinod Kalikiri

June 30, 2021

CONSTABLES

Jude T. Cristo

June 30, 2019

Todd Sprague

June 30, 2019

Todd E. Army

June 30, 2019

APPOINTMENTS BY THE TOWN MANAGER

CULTURAL ARTS COUNCIL serving 2/3 year terms = 6 years

Maegan Wackell 2 nd term	<u>EXPIRES:</u> June 30, 2019
Harvest Lee Dixon 1 st term	June 30, 2020
Jennifer M. Lamarche 2 nd term	June 30, 2020
Sara Wales 2 nd term	June 30, 2020
Diane Scofield 1 st term	June 30, 2021
Kristen Lamarche 1 st term	June 30, 2021

DOROTHY POND RESTORATION COMMITTEE

Mark Palin	June 30, 2019
Jay Massei	June 30, 2019
Gary A. Pothier	June 30, 2020
Kenneth I. Schold	June 30, 2021
Jeffrey W. Gardner	June 30, 2021

EMERGENCY MANAGEMENT AGENCY-AUXILIARY POLICE

Mark Dyberg, Asst. Director	June 30, 2019
Ann Hancock	June 30, 2019
Paul T. DiCicco	June 30, 2019
Jeffrey A. Kozlowksi	June 30, 2019
Todd Army	June 30, 2019
Julie Sutherland	June 30, 2019
Victor Irr	June 30, 2019
Tom C. LaVallee	June 30, 2019
Neal Morrissey	June 30, 2019
Gary Gagne	June 30, 2019
Walter Swenson, Jr.	June 30, 2019
Fabrizio Bordo	June 30, 2019
Ronald A. Tranter	June 30, 2019

FINANCIAL MANAGEMENT PLANNING COMMITTEE

Andrew Vanni	June 30, 2019
**Keith Nastasia	June 30, 2019
Jon Adams	June 30, 2020
Richard Bedard	June 30, 2020
**Katherine M. McKenna	June 30, 2021
Vacancy	June 30, 2021
Vacancy	June 30, 2021
Chief Donald Desorcy	June 30, 2021

APPOINTMENTS BY THE TOWN MANAGER

INSURANCE ADVISORY COMMITTEE

Denise Marlborough - Dept. Mgrs. Supervisors Rep	<u>EXPIRES:</u> June 30, 2019
Regina A. Markey – GEU Local 5- Clerks/ Custodians/ Dispatchers	June 30, 2019
Andrea Paquette – Clerk’s Union – Alternate	June 30, 2020
Keith Caruso – Ma Public Employee Council-DPW-Rep	June 30, 2019
Carol A. Schroeder - Retiree Rep.	June 30, 2019
David Roach – Teacher Retiree – Alternate	June 30, 2019
Kathy Adams – School Cafeteria Rep.	June 30, 2019
Amanda Westerlind – SEIU Clerk – Rep	June 30, 2020
Bill Martin – SEIU 888 Custodian – Rep	June 30, 2020
Daniel Daly – Mass. Cop – Local #128 – Rep	June 30, 2020
Andrea Warpula – Police Assoc. MA Cop. #128 – Alternate	June 30, 2020

MASTER PLAN COMMITTEE

Laurie Connors	June 30, 2021
Sandra J. Cristo	June 30, 2021
Terry Burke Dotson	June 30, 2021
Sherry Forleo	June 30, 2021
Richard P. Hamilton, Jr.	June 30, 2021
Michael Kennedy	June 30, 2021
Mary Krumsiek	June 30, 2021
**James M. Morin	June 30, 2021
Jon Adams	June 30, 2021
**Leonard Mort	June 30, 2021
Judith O’Connor	June 30, 2021
Leslie Vigneau	June 30, 2021
Andrew Borus, Alternate	June 30, 2019

MILLBURY DOG PARK COMMITTEE

Laurie Connors Bonavita	June 30, 2020
**Joy Chambers	June 30, 2020
David Warner	June 30, 2020
Pamela Adams	June 30, 2020
Mary Wright	June 30, 2020

APPOINTMENTS BY THE TOWN MANAGER

PARKS COMMISISON

Vacancy	<u>EXPIRES:</u> June 30, 2021
Vacancy	June 30, 2021
Vacancy	June 30, 2021
Vacancy	June 30, 2021
John Mero, Alternate	June 30, 2021
**Linda Lachance	June 30, 2021

POND AND LAKES COMMISSION

Bruce Hjort	June 30, 2021
Terry Burke Dotson	June 30, 2021
Matthew Haddad	June 30, 2021
Barbara Carriere	June 30, 2021
Vacancy	June 30, 2021
Vacancy	June 30, 2021
Vacancy	June 30, 2021

PUBLIC ACCESS ADVISORY COMMITTEE

Paul DiCicco	June 30, 2019
Robert D. Sullivan	June 30, 2019
Roger L. Desrosiers	June 30, 2020
Mary Krumsiek, Chairman	June 30, 2020
*Joseph F. Coggans, Jr.	June 30, 2021
Jeff Dore	June 30, 2021
**Richard Carew	June 30, 2021
Michael Lawton, Associate Member	June 30, 2021

PUBLIC SAFETY BUILDING SITING COMMITTEE

Maxine Mann	June 30, 2020
Greg Meyers	June 30, 2020
Paul Concemi	June 30, 2020
Dan Daley	June 30, 2020
Chief Donald P. Desorcy	June 30, 2021
*Patrick Halm	June 30, 2021
Brian Gasco	June 30, 2021
Richard P. Hamilton, Jr.	June 30, 2021
Kevin Woods	June 30, 2021
Kimberly Cadrin	June 30, 2021

APPOINTMENTS BY THE TOWN MANAGER

R.E. SHAW SCHOOL BUILDING FEASIBILITY COMMITTEE

Richard Bedard	<u>EXPIRES:</u>
Scott Despres	June 30, 2020
David J. Marciello	June 30, 2020
Jennifer Nietupski	June 30, 2020
Susan Teixeira	June 30, 2020
Gregory Myers	June 30, 2020
Paul Halacy	June 30, 2020
Miriam Friedman	June 30, 2020
Michael Tarka	June 30, 2020
Kristin Boulanger	June 30, 2020
Rachel Decatur	June 30, 2020
Kate Ryan	June 30, 2020
Andrew Tuccio	June 30, 2020
Kevin Kuphal	June 30, 2020
Robert Pine	June 30, 2020
Michael O'Connor	June 30, 2020
*Patrick Halm	June 30, 2020
Stephen Decatur	June 30, 2020
Stephen Wiltshire	June 30, 2020
E. Bernard Plante, Owners Project Manager	June 30, 2020

RECYCLING EDUCATION COMMITTEE

Guy Hebert	June 30, 2020
Nicholas D'Auteuil	June 30, 2020
Scott Despres	June 30, 2020
Paul T. DiCicco	June 30, 2020
Vacancy	June 30, 2020

SAFETY COMMITTEE

Ryan King	June 30, 2019
Vacancy	June 30, 2019
Vacancy	June 30, 2019
Daniel Daly	June 30, 2020
Greg Meyers	June 30, 2020
Vacancy	June 30, 2020
William Berthiaume	June 30, 2021
Steven Kosiba	June 30, 2021
Steven White	June 30, 2021

APPOINTMENTS BY THE TOWN MANAGER

SEWERAGE COMMISSION

Lisa C. Allaine, P.E.

Happy Erickson, Jr.

Gary C. Nelson, Chairperson

EXPIRES:

June 30, 2019

June 30, 2020

June 30, 2021

UPPER BLACKSTONE WATER POLLUTION ABATEMENT DISTRICT

Laurie Connors

June 30, 2020

WORCESTER REGIONAL TRANSIT AUTHORITY

Robert J. Spain, Jr

Judy O'Connor, Alternate

April 30, 2021

June 30, 2021

YOUTH COMMISSION

Tim Cluett

**Jennifer Nielsen

Matthew Brodeur

Gary Dwinell

Terry Burke Dotson

Leann Rango, Alternate

Karen Dupre

Vacancy

Vacancy

Vacancy

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

June 30, 2021

APPOINTMENTS BY THE TOWN MODERATOR

FINANCE COMMITTEE

Christopher J. Kennedy
Stephen J. Noonan
Albert P. Kupcinskis, Jr.
Nicole L. Cooney
Kevin Kuphal
Jennifer O'Connell
David J. Cofske

EXPIRES:

May, 2020
May, 2020
May, 2021
May, 2021
May, 2022
May, 2022
May, 2022

LEGEND

* DIED IN OFFICE
** RESIGNED
*** APPOINTED TO FILL VACANCY
**** ELECTED TO FILL VACANCY
***** RETIRED FROM OFFICE

APPOINTMENTS BY THE POLICE CHIEF

SPECIAL POLICE OFFICERS

EXPIRES:

Lori Prue	Police Department Matron	6/30/2019
Sheryll Davis	Police Department Matron	6/30/2019
Susan Dalton	Police Department Matron	6/30/2019
Leah M. Pierce	Police Department Matron	6/30/2019
Maureen Graves	Police Department Matron	6/30/2019
Timothy O'Leary	Police Department	6/30/2019
Douglas T. Raymond	Police Department	6/30/2019
Paul D. Russell	Police Department	6/30/2019
Arthur E. Allard	Police Department	6/30/2019
Richard O'Brien	Police Department	6/30/2019
Kurt Richard	Police Department	6/30/2019
Mark Dyberg	Police Department	6/30/2019
Michael Luby	Police Department	6/30/2019
Thomas E. Hall	Police Department	6/30/2019
Edward F. Page, Jr.	Police Department	6/30/2019
Kevin Woods	Police Department	6/30/2019
Ryan Bennett	Police Department	6/30/2019
Brian Dalton	Police Department	6/30/2019
James A. Pervier	Police Department	6/30/2019
Michael Broyles	Police Department	6/30/2019
John Harrington	Police Department	6/30/2019
Richard Andrade	Police Department	6/30/2019
Charles Reardon	Police Department	6/30/2019
Gregory Pettinella	Police Department	6/30/2019
Jordan Ryan	Police Department	6/30/2019
Mark Wojnar	Police Department	6/30/2019
Fred J. Bott	Police Department	6/30/2019
Paul Markiewicz	Police Department	6/30/2019
Ryan Kelly	Police Department	6/30/2019

BOARD OF SELECTMEN

There was a total of 27 meetings held in Fiscal Year 2019; Attendance for the Selectmen meetings was as follows:

<u>Members</u>	<u>Absent</u>
Jon Adams, Chairman	0
Mary Krumsiek, Vice-Chair	0
Scott Despres, Clerk	1
Katie McKenna, Member	2
Chris Naff, Member	2

During this fiscal year the Board had the opportunity to honor several employees who retired, moved on from the town of Millbury, citizens, sports teams and organizations. We are grateful to do such tributes as part of our job- we thank them for their dedicated service.

The Town of Millbury had 4 elections in FY19: State Primary September 4, 2018 – State Election November, 6, 2018 – Special Town Election December 6, 2018 and Annual Town Election April 30, 2019. The town also had 3 town meetings: Special town meeting November 20, 2018, Special Town meeting May 7, 2019 and Annual Town Meeting which began on May 7, 2019 and was recessed and concluded on May 8, 2019.

The town is still in a Municipal Aggregation contract with Good Energy and has been able to obtain a substantially lower supply rate of electricity for the citizens of Millbury. The Construction on the Ramshorn Dam project is complete and looks amazing. Student Government Day was fun and a success. It is inspirational seeing young minds at work.

The Board of Selectmen is committed to providing the best services possible and continually strives to improve the Town of Millbury. The Board wishes to thank the Town Manager, all municipal staff, members of the various Boards and Committees, all the elected officials and dedicated volunteers who work together to make Millbury a great community to live and work in.

The Selectmen holds its regular meetings on the second and fourth Tuesdays of each month. These meetings are televised live on local access channel 191 Charter and channel 26 Verizon. Concerned citizens are encouraged to attend.

Jon Adams, Chairman; Mary Krumsiek, Vice-Chairman; Scott Despres, Clerk; Katie McKenna and Chris Naff.

TOWN MANAGER

This report of the past year's activities in the Town Manager's Office is somewhat unusual in that, in the Spring, the Town Manager was summoned to serve on a Grand Jury for a minimum of three months and by the end of July the Town Manager was on administrative leave. This report will cover the accomplishments of the Town Manager when present and the Acting Town Manager (HR Director James Kelley) when performing the Town Manager's duties. In 2019, the implementation of the See Click Fix program began to assist the Town and the DPW in its ability to respond to day-to-day issues, such as aggressive animals, fallen trees on wires, and potholes in our roadways. The Town's new webpage is more user friendly and has more direct tabs to town services. It also includes multiple ways to conduct business and pay bills. The new phone system, which utilizes VOIP with two fail-safe systems, was successfully installed in 2019.

In labor relations, the Town Manager and the HR Director were part of the successful collaborative or interest-based bargaining negotiations that resulted in a Teachers Contract which preserved Prop 2 ½ limits on salaries, provided for employee OPEB contributions, and realigned Health Insurance contributions for new hires. These major changes reflected similar changes recently enacted in the DPW employees' contract. The Town Hall labor unit negotiations were extended, because the employees' changed unions. Negotiations had to be suspended during the change of unions. The Town's bargaining parameters were preserved in subsequent negotiations with the Town Hall union.

The FY20 Budget was able to meet the goals of providing a balanced level program budget while addressing the serious infrastructure needs, state and federal mandates, and increasing reserves. Employee Health Insurance and Workers Compensation costs were controlled. The Town was able to negotiate a reduction in some of the health insurance rates. The Town also began the process of moving post-65 retirees onto Medicare and the Town's Supplemental Insurance. Over time, this will result in an annual savings for the Town. Dedicated reserve funds have been set up for future liabilities such as OPEB and the buy-outs of accrued paid time off.

In the fall, the Acting Town Manager convened a working group to review and possibly renegotiate pending Solar Farm PILOTS (Payment in Lieu of Taxes). The working group was composed of the Chair of the Board of Assessors, the Principal Assessor, the Finance Director, Selectman Naff, and the Acting Town Manager. After reviewing the two pending agreements, it became evident that the pending agreements were significantly below market value. After multiple negotiation sessions, the Town was able to secure two agreements that increased the PILOT payments by over \$150,000 per year.

The final versions of the contracts for the acquisition of the streetlights were approved by counsel and were executed by National Grid and the Town. This is the culmination of the LED conversion program, enabled by Green Community Funding. National Grid and the Tree Warden came to an agreement concerning the cutting of "dangerous" trees by the utility company. The Tree Warden noted that working with National Grid to remove these trees at no cost to the Town show the new climate of cooperation between the Town and the utility.

TOWN MANAGER

The Acting Town Manager met with Weston & Sampson, DPW Supervisor and the Director of Planning and Development on the financial demands of the multi-year MS4 Program. In order to comply with the \$250,000 mandated annual payment, until the dedicated funding source is available, it was decided to apply for a 2% interest with 6.6% principal forgiveness loan from the Clean Water State Loan Program. The Town received confirmation on its acceptance in the Loan Program for a \$500,000 loan.

In November, the Town convened in a Special Town Meeting to deal with minor fund transfers including an authorization to use FEMA/MEMA reimbursements for a generator at the Council on Aging Senior Center. Most importantly, the Town Meeting addressed the funding of the McCracken Road TIP project and the associated power to acquire property. These actions enabled the Town to comply with all of the Commonwealth's mandates and timelines for eligibility to the \$11,000,000 TIP funding. The Town will continue to pursue this important project through 2022-2023 construction.

The Ramshorn Dam project was completed after Acting Town Manager and the DPW Supervisor met with the contractor and the Town's engineer concerning the MassDOT minor inspection findings and recommended solutions. The Town, our engineer, and the contractor agreed to suggested repairs and a completion timeline. The minor retrofits were completed quickly and the project was signed off.

In response to citizen concerns, the Acting Town Manager requested and received suggestions for capital projects at the Town's cemeteries from the Cemetery Commission and the Cemetery Working Group. A number of items on the various lists address the same concerns. Funding was reserved from Free Cash to address some of these needs. Other concerns including the prime concern of repairing and updating the irrigation system will be addressed in a future capital budget (Fiscal Year 2021).

In 2019 the Town welcomed a number of new employees or celebrated the promotions of others. Kristen Livoti (presently the Assistant Town Clerk) was appointed Asa Waters Mansion Director. She has a considerable background in the culinary arts and hospitality business. Additionally, she has a great deal of experience in the preservation and restoration of historical buildings. The Town also welcomed a new Principal Assessor, Lee Keomani. Lee comes to Millbury from the Worcester Assessors Office with years of experience in the field. His expertise was most evident in the negotiations of the Solar Farms PILOTS. In the Town Clerk's Office, we welcomed a number of new employees. Tina Brady was appointed as the Town's new Assistant Town Clerk. She was joined by Christine Marden as Head Clerk and Tom Lane as General Clerk. The Department of Public Works continued to be led by DPW Supervisor Keith Caruso. He continued to assemble a great team with the addition of Mitch Gage, EO II, Graham Conlon, EO II, and Robert Vanderbrug, EO II. Matthew Craig was promoted from Laborer to EO I and Ryan King transferred from COA to a Laborer-Sewer. At the Library, we celebrated the promotion of Ann Dallair to Library Director and the hiring of Tracey Graham as Assistant Library Director. Library Director Dallair also hired Nadia Friedler as a Library

TOWN MANAGER

Assistant; and Kayla Branowicki and Angelina Fenuccio as Library Pages. Aj Russo and Jeff Dore joined newly promoted Brian Iadarola, Facilities Supervisor, as new part-time custodians. Stephanie Collins joined the Planning and Economic Development Department as the Head Clerk – Planning. In addition, Edward Hart was appointed Inspector of Animals and Thomas Purcell was appointed Title V Agent.

Respectfully submitted,

James F. Kelley, Esq.

Acting Town Manager

TOWN CLERK

To the Honorable Citizens of Millbury, Board of Selectmen, and Town Manager, I hereby submit my Annual Town Report for Fiscal Year 2019, July 1, 2018 to June 30, 2019.

Town Meeting certifications can be viewed at the Clerk's Office. This report also includes the In Memoriam Page; Statistics; Appointments; Town Officers:

The Town of Millbury had 4 elections in FY19: State Primary September 4, 2018 – State Election November, 6, 2018 – Special Town Election December 6, 2018 and Annual Town Election April 30, 2019. The town also had 3 town meetings: Special town meeting November 20, 2018, Special Town meeting May 7, 2019 and Annual Town Meeting which began on May 7, 2019 and was recessed and concluded on May 8, 2019.

Being the Town Clerk of Millbury is an honor, our community, our families and the pride and commitment that Millbury has is amazing. I am truly blessed to serve you. I will always have an open door policy for the public.

I would like to thank Kristen Livoti, Asst. Town Clerk and Linda Donovan, General Clerk for their support, work ethic and the outstanding customer service they provide to our town members. They have gone above and beyond for this office and the people of this town. To the town offices, school, police and fire departments please accept my gratitude for all you do for the office and for our great working relationships. To the members of the Board of Registrars, Jerilyn Stead, Mary Brawn and Frank V. Irr thank you for your help during the elections and Town Meeting process. Thank you to all of our many Poll Workers for an excellent job, you are amazing people and I have learned so much from all of you. I would also like to express my appreciation for the Senior Work Program which helps throughout the year. I would be remiss if I did not say thank you to my daughter and my family for always supporting me and sharing me with this community.

Lastly, I need to express my deepest appreciation and what a humbling experience it was that I received the Massachusetts Town Clerk of the Year Award! I would not be the clerk of the year if it was not for this outstanding community. Millbury you have my heart.

Office hours for the Town Clerk are Monday thru Friday, 8:30 A.M. to 4:30 P.M.

For your convenience, we are open until 7:00 P.M. on Tuesday evenings. Saturdays in June for Re-cycling center sticker sales 8:30 am -12:00 pm.

TOWN CLERK

POLL WORKERS

PRECINCT ONE (1)

Warden	Veronica A. Wood
Clerk	Ronald A. Stead
Inspector	Jo Ann Luikey
Inspector	Patricia Macjewski
Inspector	Claire R. Morin
Inspector	Shirley A. Huchowski

PRECINCT TWO (2)

Warden	Joan B. Caforio
Clerk	Marie Kosiba
Inspector	Eva R. Donovan
Inspector	Julia A. Guertin
Inspector	Shirley Gaboriault
Inspector	Lillian MacDonald

PRECINCT THREE (3)

Warden	Elizabeth A. Pichierri
Clerk	Judith M. Gauthier
Inspector	Grace Bustillo
Inspector	Carol Burke
Inspector	Gloria Schimke
Inspector	Theresa O'Brien

PRECINCT FOUR (4)

Warden	Frances M. Gauthier
Clerk	Doris A. Goyette
Inspector	Eleanor C. Powers
Inspector	Doris E. Bianculli
Inspector	Catherine Tucker
Inspector	Wilfred Kirkman, Jr

SUBSTITUTE POLL WORKERS

Susan Ballard
Ann Marie Decoteau
Donald J. Gauthier
Jeannette Lavin
Margaret R. Masmanian
Judith M. Nichols
Linda A. Sarsfield
Virginia Yasko

Christine A. Bott
Susan W. Dineen
Elena M. Kerr
Anna Lewandowski
Lynn A. Moseley
Jennifer Remuck
Marie A. Senecal

Robin Cano
Karen L. Gerardi
Elizabeth C. Kotzen
Cynthia Marine
James R. Mousseau
Scott T. Remuck
Dolores M. White

TOWN CLERK

VITAL STATISTICS (10 CALENDAR YEAR COMPARISON)

<u>YEAR</u>	<u>BIRTHS</u>	<u>MARRIAGES</u>	<u>DEATHS</u>
2009	139	60	181
2010	116	78	175
2011	113	54	167
2012	124	61	159
2013	130	67	188
2014	131	87	159
2015	114	67	170
2016	132	68	162
2017	126	84	160
2018	120	81	178
2019	*53	33	*96

*Recordings from January thru June, 2019

Respectfully submitted,
Jayne Marie Davolio

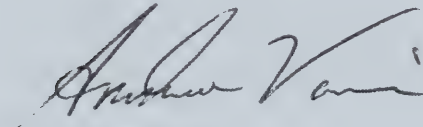
Report of the Finance Director

To the honorable Board of Selectmen and to the Citizens of the Town of Millbury:

The office of Financial Management is responsible for the coordination of all financial activities of the Town, ensuring that the appropriate financial and auditing controls are maintained. The following reports represent the activities of Fiscal Year 2019.

- Consolidated Balance Sheet
- General Fund Revenues
- General Fund Expenditures
- Revenues & Expenditures of the Sewer Enterprise Fund
- Special Revenue Fund Balances

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Andrew Vanni", written in a cursive style.

Andrew Vanni
Finance Director

TOWN OF MILLBURY
BALANCE SHEET
June 30, 2019

	General Fund	Special Revenue	Capital Projects	Enterprise Fund	Trust Fund	Agency Fund	General Long-Term Debt	Total All Funds
ASSETS								
Cash	7,456,016	2,521,244	666,598	2,265,378	5,897,513	1,246,950	-	20,053,699
Accounts Receivable - Police Detail	-	-	-	-	-	158,710	-	158,710
Personal Property	86,147	-	-	-	-	-	-	86,147
Real Estate	311,830	-	-	-	-	-	-	311,830
Excise	342,143	-	-	-	-	-	-	342,143
Tax Foreclosures	1,403,961	-	-	-	-	-	-	1,403,961
Tax Liens	984,077	-	-	-	-	-	-	984,077
Intergovernmental	120,589	-	-	-	-	-	-	120,589
MWPA1	-	-	-	-	-	-	-	-
Sewer Use	-	-	-	-	-	-	-	-
Sewer Use on Real Estate	-	-	-	316,758	-	-	-	316,758
Apportioned Eminent Domain	-	-	-	26,499	-	-	-	26,499
Committed Interest	-	-	-	1,153,037	-	-	-	1,153,037
Unapportioned Eminent Domain	-	-	-	889	-	-	-	889
Other Assets	-	-	-	-	-	-	-	-
Amount to be prov. Gen. Obligation Bonds	-	-	-	-	-	-	17,962,189	17,962,189
Total Assets	9,408,856	2,521,244	666,598	3,762,561	5,897,513	1,405,660	17,962,189	41,624,621
LIABILITIES								
Accounts & Warrants Payable	65,327	-	-	6,058	-	-	-	71,385
Employee Withholdings	(57,799)	-	-	-	-	-	-	(57,799)
Allowance for Abatements	820,819	-	-	-	-	-	-	820,819
BAN's Payable	-	-	3,750,000	-	-	-	-	3,750,000
Other Liabilities	-	-	-	-	-	-	-	-
Deferred Revenue	1,132,022	-	-	1,497,183	-	-	-	2,629,205
General Obligation Bonds Payable	-	-	-	-	-	158,710	17,962,189	18,120,900
Total Liabilities	1,960,369	-	3,750,000	1,503,241	-	1,405,660	17,962,189	26,581,459
FUND EQUITY								
Reserved for Expenditures	2,283,128	-	-	1,300,000	-	-	-	3,583,128
Reserved for Continuing Appropriation	517,675	-	-	-	-	-	-	517,675
Reserved for Encumbrances	1,542,515	-	-	51,316	-	-	-	1,593,831
Reserve for Debt Service	41,304	-	-	6,074	-	-	-	47,378
Reserve for Snow & Ice Deficit	(108,478)	-	-	-	-	-	-	(108,478)
Designated Fund Balance	-	2,589,447	(4,206,245)	-	5,897,513	-	-	4,280,715
Undesignated Fund Balance	5,172,453	(68,704)	1,127,843	901,930	-	-	-	6,532,422
Total Fund Equity	7,448,487	2,521,244	(3,083,402)	2,259,320	5,897,513	-	-	15,043,162
Total Liabilities + Fund Equity	9,408,856	2,521,244	666,598	3,762,561	5,897,513	1,405,660	17,962,189	41,624,621

TOWN OF MILLBURY
GENERAL FUND REVENUES
JUNE 30, 2017

Description	Budget	Year To Date	Variance
PERSONAL PROPERTY TAXES	1,960,328.00	1,940,705.73	19,622.27
REAL ESTATE TAXES	24,464,531.00	24,029,842.87	434,688.13
EXCISE TAXES	1,900,000.00	2,257,062.50	(357,062.50)
BOAT EXCISE	2,000.00	5,366.00	(3,366.00)
LOCAL OPTION MEALS TAX	310,000.00	354,440.68	(44,440.68)
PENALTIES & INTEREST	65,300.00	73,546.83	(8,246.83)
IN LIEU OF TAXES (PILOT)	2,267,000.00	2,331,685.92	(64,685.92)
BOH OTHER DEPT REV	2,000.00	3,537.65	(1,537.65)
BYLAWS	0.00	120.00	(120.00)
DEPARTMENT REVENUE - POLICE	0.00	0.00	0.00
DEPARTMENT REVENUE LIBRARY	4,000.00	0.00	4,000.00
DPW OTHER DEPT REV	0.00	0.00	0.00
TRANSFER STATION STICKERS	80,000.00	73,115.00	6,885.00
FIRE DEPT REPORTS	0.00	45.00	(45.00)
PLAN REVIEW	500.00	450.00	50.00
POLE LOCATION	0.00	240.00	(240.00)
POLICE REPORTS	2,000.00	0.00	2,000.00
RENTAL INCOME - MISC	10,000.00	0.00	10,000.00
RUBBISH HAULER	25,000.00	43,300.00	(18,300.00)
SALE OF MAPS	0.00	10.00	(10.00)
SALE OF MAPS & FIELD CARDS	0.00	0.00	0.00
STREET LISTINGS	300.00	306.00	(6.00)
SUBDIVISION RULES & REGS	100.00	20.00	80.00
TELECOMMUNICATIONS	2,300.00	0.00	2,300.00
WHEELABRATOR EXCESS TONN	103,000.00	101,489.95	1,510.05
OTHER DEPARTMENTAL REVENUES	\$229,200.00	\$222,633.60	\$6,566.40
FEES RETAINED FROM COLLECTIONS	\$30,000.00	\$29,714.60	\$285.40
ALCOHOLIC BEV LICENSES (LER)	23,000.00	20,880.00	2,120.00
ATTESTATIONS	0.00	11.62	(11.62)
BIRTH CERTIFICATES	3,750.00	5,263.00	(1,513.00)
BLASTING PERMITS	300.00	520.00	(220.00)
BUILDING INSPECTIONS	300,000.00	365,031.69	(65,031.69)
BUSINESS CERTIFICATES	2,000.00	2,010.00	(10.00)
CATERING PERMITS	500.00	4,450.00	(3,950.00)
CERT OF DIS BETTER	100.00	172.00	(72.00)
CERTIFICATE OF REGISTRAT	450.00	395.00	55.00
CLASS II LICENSE	1,200.00	1,075.00	125.00
COMMON VICTUALLERS LIC	1,200.00	1,200.00	0.00
CONSTRUCTION PERMITS	250.00	250.00	0.00
DEATH CERTIFICATES	8,000.00	8,162.00	(162.00)
DOG LICENSES	11,000.00	11,906.00	(906.00)

TOWN OF MILLBURY
GENERAL FUND REVENUES
JUNE 30, 2017

Description	Budget	Year To Date	Variance
DPW PERMITS	7,000.00	7,630.00	(630.00)
DRAIN LAYERS LICENSE	1,200.00	1,040.00	160.00
ELECTRICAL INSP (WIRING)	35,000.00	44,394.03	(9,394.03)
FALSE ALARM FEES	500.00	0.00	500.00
FIRE PERMITS	3,300.00	3,140.00	160.00
FIREARMS FEES	5,000.00	6,812.50	(1,812.50)
FOOD	10,000.00	18,592.00	(8,592.00)
FUNERAL DIRECTORS LICENS	0.00	300.00	(300.00)
HEALTH DEPARTMENT MISC	250.00	5,307.26	(5,057.26)
INSTALLERS PERMIT	2,000.00	1,375.00	625.00
JUNK DEALERS LICENSE	500.00	400.00	100.00
KENNEL LICENSE	300.00	375.00	(75.00)
MARRIAGE CERTIFICATES	4,000.00	5,946.00	(1,946.00)
MILK/CREAM FROZEN	1,500.00	1,550.00	(50.00)
MUNICIPAL LIEN FEES	23,000.00	20,220.00	2,780.00
OIL BURNER PERMITS	2,000.00	3,720.00	(1,720.00)
PERC TEST	500.00	550.00	(50.00)
PLANNING PERMITS	15,000.00	21,845.00	(6,845.00)
PLUMBING \GAS INSPECTIONS	40,000.00	78,609.25	(38,609.25)
POLICE ADMIN FEES	50,000.00	63,644.48	(13,644.48)
POOL TABLE LICENSE	2,500.00	2,135.00	365.00
PROPANE PERMITS	2,500.00	3,225.00	(725.00)
RAFFLE PERMITS	200.00	210.00	(10.00)
RMV-CLEARINGS	14,000.00	12,360.00	1,640.00
SEPTIC HAULER	7,000.00	8,125.00	(1,125.00)
SMOKE DETECTOR PERMITS	7,500.00	11,240.00	(3,740.00)
SPORTING LICENSE	300.00	18.00	282.00
TANK REMOVAL PERMITS	300.00	80.00	220.00
TOBACCO PERMITS	350.00	1,650.00	(1,300.00)
TRUCK INSPECTION FEES	500.00	2,040.00	(1,540.00)
UCC VARIOUS	50.00	0.00	50.00
VOTERS CERTIFICATES	0.00	0.00	0.00
WELL PERMITS	300.00	225.00	75.00
LICENSES, PERMITS & FEES	\$588,300.00	\$748,084.83	(\$159,784.83)
COURT FINES	\$9,000.00	\$20,757.14	(\$11,757.14)
BOH-TOBACCO FINES	200.00	225.00	(25.00)
MARIJUANA FINES	0.00	0.00	0.00
MUNICIPAL FIRE CODE VIOLATION	200.00	500.00	(300.00)
OTHER FINES	0.00	0.00	0.00
PARKING FINES	3,800.00	3,190.00	610.00
RMV-INFRACTIONS	55,000.00	71,923.24	(16,923.24)
OTHER FINES & FORFIETURES	\$59,200.00	\$75,838.24	(\$16,638.24)

TOWN OF MILLBURY
GENERAL FUND REVENUES
JUNE 30, 2017

Description	Budget	Year To Date	Variance
INTERGOVERNMENTAL RECEIPTS	\$22,360.00	\$22,359.59	\$0.41
EARNINGS ON INVESTMENTS	\$15,000.00	\$38,484.13	(\$23,484.13)
DPW MISC RECEIPTS	100.00	1,069.80	(969.80)
MISC COLLECTIONS	150.00	199.28	(49.28)
MISC POLICE REVENUE	6,500.00	4,892.70	1,607.30
MISC REVENUE	11,500.00	5,906.79	5,593.21
MISC SCHOOL REVENUE	3,000.00	14,803.26	(11,803.26)
PRO FORMA TAXES (FROM FORECLOSURE	0.00	0.00	0.00
SALE OF INVENTORY	4,000.00	0.00	4,000.00
SELECTMEN MISC REVENUE	4,000.00	0.00	4,000.00
SUPPLEMENTAL RE	16,260.00	186,541.95	(170,281.95)
TAX FORECLOSURES	0.00	0.00	0.00
TAX LIEN PENALTY & INTEREST	0.00	45,561.05	(45,561.05)
TAX LIENS REDEEMED	0.00	175,791.65	(175,791.65)
TRANSFER STATION-MISC RE	12,000.00	10,307.21	1,692.79
MISCELLANEOUS RECEIPTS	\$57,510.00	\$445,073.69	(\$387,563.69)
CHAPTER 70 (CS)	7,444,266.00	7,371,495.00	72,771.00
CHARTER SCHOOL REIMBURSEMENT	52,360.00	15,385.00	36,975.00
EXEMPTIONS:VETS,BLIND & ETC.	43,172.00	40,662.00	2,510.00
LOTTERY, BEANO & CHARITY (CS)	1,769,015.00	1,830,931.00	(61,916.00)
MISC	0.00	0.00	0.00
REIMBURSEMENT - STORM DAMAGES	0.00	0.00	0.00
STATE OWNED LAND (CS)	9,883.00	14,012.60	(4,129.60)
VETERANS BENEFITS (CS)	120,340.00	171,300.00	(50,960.00)
STATE REVENUES	\$9,439,036.00	\$9,443,785.60	(\$4,749.60)
MEDICARE PART D REIMBURSEMENT	0.00	0.00	0.00
MUNICIPAL MEDICAID	160,000.00	182,942.84	(22,942.84)
FEDERAL REVENUES	\$160,000.00	\$182,942.84	(\$22,942.84)
SEWER DEPT TRANSFER	\$1,296,070.00	\$1,296,070.00	\$0.00
OTHER FINANCING SOURCES		\$135,799.70	
GRAND TOTAL	\$42,874,835.00	\$43,654,194.49	(\$643,559.79)

TOWN OF MILLBURY
GENERAL FUND EXPENDITURES
JUNE 30, 2017

Description	FY2019 Final	YTD	Encumbrance	Carry Forward	Budget Balance
TRANSFER OUT	\$ 100,000	\$ 150,000	\$ -	\$ 100,000	\$ (150,000)
MODERATOR - 114	200	200	-	-	-
BOARD OF SELECTMEN - 122	20,550	17,473	-	-	3,077
TOWN MANAGER - 123	291,200	243,656	2,033	19,500	26,011
FINANCE COMMITTEE - 131	2,200	1,463	-	-	737
RESERVE FUND - 132	66,812	-	-	-	66,812
FINANCE DIRECTOR - 135	161,890	157,901	-	-	3,989
TOWN AUDIT - 136	35,000	35,000	-	-	-
ASSESSORS - 141	226,720	117,411	-	32,646	76,663
TREASURE/COLLECTOR - 146	255,959	227,326	5	-	28,628
TOWN COUNSEL - 151	165,000	158,820	-	-	6,180
PERSONNEL - 152	64,008	62,884	-	-	1,124
TOWN HALL COMPUTER OPS - 155	191,625	156,077	-	-	35,548
TOWN CLERK - 161	219,624	166,068	-	31,087	22,469
ELECTIONS AND REGISTRARS - 162	67,603	40,687	-	-	26,916
CONSERVATION COMMISSION - 171	-	-	-	-	-
PLANNING BOARD - 175	12,500	12,500	-	-	-
BOARD OF APPEALS - 176	-	-	-	-	-
TOWN PLANNER - 177	265,651	149,784	24,664	50,238	40,965
REDEVELOPMENT AUTHORITY - 181	-	-	-	-	-
MUNICIPAL OFFICE BUILDING - 192	131,569	131,465	231	-	(127)
TOWN REPORTS - 195	2,700	1,769	-	-	931
GENERAL GOVERNMENT	\$ 2,180,811	\$ 1,680,482	\$ 26,934	\$ 133,471	\$ 339,924
POLICE DEPARTMENT - 210	2,496,085	2,298,422	571	52,077	145,016
FIRE DEPARTMENT - 220	546,041	514,163	1,092	28,000	2,786
HYDRANT RENTAL - 224	198,788	181,891	15,965	-	932
AMBULANCE SERVICE - 230	-	-	-	-	-
BUILDING INSPECTOR - 241	107,867	92,855	-	2,930	12,082
PLUMBING/GAS INSPECTORS - 243	20,278	20,028	-	-	250
WEIGHTS AND MEASURES - 244	-	-	-	-	-
ELECTRICAL INSPECTORS - 245	17,579	17,579	-	-	0
EMERGENCY MANAGEMENT - 291	18,380	18,368	49	-	(37)
ANIMAL CONTROL - 292	30,000	21,686	-	-	8,314
TREE WARDEN - 294	35,085	34,663	-	-	422
PUBLIC SAFETY	\$ 3,470,103	\$ 3,199,655	\$ 17,676	\$ 83,007	\$ 169,765
MILLBURY PUBLIC SCHOOLS - 300	21,943,573	20,428,069	1,373,474	57,893	84,137
SCHOOL COMMITTEE - 320	10,224	10,224	-	-	0
ATHLETICS - 330	216,308	199,532	-	-	16,776
BLACKSTONE VALLEY ASSESSMENT - 340	816,959	816,889	-	-	70
NORFOLK AGRICULTURAL SCHOOL - 341	50,000	44,572	-	-	5,428
EDUCATION	\$ 23,037,064	\$ 21,499,285	\$ 1,373,474	\$ 57,893	\$ 106,412
PUBLIC WORKS ADMIN - 400	876,564	259,578	-	476,969	140,017
DPW - 410	694,412	603,417	-	-	90,995
HIGHWAY DEPT - 420	1,070,500	319,966	297	645,318	104,918
SNOW AND ICE - 423	175,000	283,478	-	-	(108,478)
STREET LIGHTS - 424	119,000	98,062	-	-	20,938
TRANSFER STATION - 430	153,000	152,463	2,896	-	(2,359)
PARKS - 490	75,860	66,379	-	-	9,481
CEMETERY DEPT - 491	80,940	27,108	6,775	16,920	30,137
GASOLINE AND DIESEL FUEL - 495	110,000	102,692	-	-	7,308
PUBLIC WORKS	\$ 3,355,276	\$ 1,913,141	\$ 9,968	\$ 1,139,207	\$ 292,959

TOWN OF MILLBURY
GENERAL FUND EXPENDITURES
JUNE 30, 2017

Description	FY2019 Final	YTD	Encumbrance	Carry Forward	Budget Balance
HEALTH DEPARTMENT - 510	139,183	134,383	-	-	4,800
DISTRICT NURSE - 522	-	-	-	-	-
COUNCIL ON AGING - 541	252,543	197,077	534	37,544	17,388
VERTERANS SERVICES - 543	198,624	177,874	4,452	-	16,298
DISABILITY COMMISSION - 549	500	115	-	-	385
HEALTH & WELFARE	\$ 590,850	\$ 509,450	\$ 4,986	\$ 37,544	\$ 38,871
LIBRARY - 610	474,754	432,113	1,044	23,253	18,344
PARKS COMMISSION - 630	1,715	-	-	-	1,715
ASA WATERS - 670	107,456	76,819	-	7,376	23,262
HISTORICAL COMMISSION - 691	250	-	-	-	250
MEMORIAL AND VETERANS DAY - 692	3,000	1,229	-	-	1,771
RECREATION & LEISURE	\$ 587,175	\$ 510,161	\$ 1,044	\$ 30,629	\$ 45,341
DEBT SERVICE	\$ 2,056,972	\$ 2,047,106	\$ -	\$ -	\$ 9,866
STATE ASSESSMENTS	\$ 623,645	\$ 621,900	\$ -	\$ -	\$ 1,745
TOTAL - RETIREMENT EXPENSE	1,749,124	1,749,124	-	-	-
TOTAL - WORKERS COMP INS	274,601	180,727	-	-	93,875
TOTAL - HEALTH INS	5,631,901	4,875,643	-	-	756,258
TOTAL - GROUP LIFE INSURANCE	5,600	4,964	-	-	636
TOTAL - MEDICARE	320,000	319,998	-	-	2
EMPLOYEE BENEFITS	\$ 7,981,226	\$ 7,130,456	\$ -	\$ -	\$ 850,770
TOTAL - UNEMPLOYMENT INS	25,000	5,007	-	-	19,993
TOTAL - GENERAL & LIABILITY INSURANCE	370,500	299,695	-	5,000	65,805
OTHER INSURANCES	\$ 395,500	\$ 304,702	\$ -	\$ 5,000	\$ 85,798
GRAND TOTAL	\$ 44,378,622	\$ 39,566,338	\$ 1,434,082	\$ 1,586,752	\$ 1,791,450

Description	Budget	To Date	Budget Variance
TAX LIENS REDEEMED	-	12,888	12,888
PENALTY & INTEREST	10,000	15,206	5,206
COMMITTED INTEREST-2018	57,500	490	(57,010)
COMMITTED INTEREST-2019	55,500	56,273	773
SEWER USE-2018	-	72,930	72,930
SEWER USE-2019	2,579,271	2,287,097	(292,174)
SEWER USE ON REAL ESTATE-2018	-	16,858	16,858
SEWER USE ON REAL ESTATE-2019	-	245,928	245,928
UNAPPORTIONED BETTERMENTS	55,000	189,769	134,769
APPORTION BETTERMNT-2018	115,000	1,258	(113,742)
APPORTION BETTERMNT-2019	115,000	122,148	7,148
INTERGOVERNMENTAL RECEIPTS	-	239,865	239,865
SEWER INTEREST INCOME	3,500	4,539	1,039
PERMITS & OTHER MISC REVENUE	6,000	1,950	(4,050)
I & I RECEIPTS	190,000	39,660	(150,340)
SEWER TRANSFER IN	-	750,000	750,000
Reserve For Debt Service	3,332	-	(3,332)
Other Financing Sources - Retained Earnings	800,000	-	(800,000)
SEWER REVENUE TOTAL	\$ 3,990,103	\$ 4,056,859	\$ 66,756

Description	Budget	To Date	Encumbrance	Article Carry FWD	Budget Variance
SEWER DEPT. SALARIES - ELECTED	3,738	3,738	-	-	-
SEWER DEPT. FULL TIME CLERICAL	41,100	38,069	-	-	3,031
SEWER WORKERS	173,577	184,780	-	-	(11,203)
SEASONAL	7,920	6,100	-	-	1,820
OVERTIME	37,278	37,940	-	-	(662)
LONGEVITY	6,264	-	-	-	6,264
CLOTHING ALLOWANCE	2,600	1,103	-	-	1,497
SALARIES	272,477	271,730	-	-	747
PURCHASE OF SERVICES	284,839	284,744	3,817	-	(3,722)
SEWER SUPPLIES	45,000	43,899	-	-	1,101
PROFESSIONAL DEVELOPMENT	6,000	1,080	-	-	4,920
SEWER - GENERAL EXPENSES	335,839	329,723	-	-	2,300
SEWER DEPT. UBWPAD FEES	986,217	986,217	-	-	0
CAPITAL OUTLAY	1,575,111	60,643	-	6,731	1,507,737
CAPITAL EXPENSE	92,000	5,000	-	40,000	47,000
RETIREMENT OF DEBT	950,996	950,996	-	-	-
INDIRECT COSTS	345,074	345,074	-	-	-
OTHER FINANCING USE	50,000	-	-	50,000	-
EXPENDITURE TOTAL	\$ 4,557,714	\$ 2,949,382	\$ -	\$ 96,731	\$ 1,557,784
ARTICLES	\$ -	\$ -	\$ -	\$ -	\$ -
SEWER - GRAND TOTAL	\$ 4,557,714	\$ 2,949,382	\$ -	\$ 96,731	\$ 1,557,784

**Town of Millbury
Special Revenue Funds**

Description	Balance 6/30/17
FUND (22) BALANCE - UNDESIGNATED	\$ 60,490.83
FUND (23) BALANCE - UNDESIGNATED	\$ (130,562.33)
DESIGNATED CEMETERY LOTS	62,239.09
DESIGNATED LIBRARY GIFT ACCT	13,457.82
DESIGNATED HIGH SCHOOL DONATION ACCT	37,404.56
DESIGNATED SHAW SCHOOL DONATION ACCOUNT	4,170.00
DESIGNATED ELMWOOD DONATION ACCOUNT	9,166.06
DESIGNATED PUBLIC ACCESS GRANT	807,309.25
DESIGNATED B. V. CHAMBER GRANT	718.17
DESIGNATED LIBRARY DON-THOMAS	15.00
DESIGNATED LIBRARY DON-NORTON	372.13
DESIGNATED TOWN COMMON RENOVATN	313.98
DESIGNATED CANAL STREET RECONST	2,299.40
DESIGNATED HORNE DONATION	4,051.79
DESIGNATED MOB HVAC & POLICE INTERIOR	500.00
DESIGNATED CHEMICAL AWARENESS	550.00
DESIGNATED BI-CENTENNIAL COMMITTEE	425.89
DESIGNATED SANTA ON THE COMMON	175.05
DESIGNATED COMMON TREE PROJECT - DONATIONS	201.63
DESIGNATED POLICE DEPT GIFT ACCT	6,839.37
DESIGNATED FIRE DEPT GIFT ACCT	2,559.78
DESIGNATED EMERGENCY MGMT	3,648.38
DESIGNATED OVERLOOK ESTATES SEWER REVIEW	200.00
DESIGNATED DPW DONATION/GIFT ACCOUNT	250.00
DESIGNATED - LED LIGHTS	30,000.00
DESIGNATED - HOUSEHOLD HAZARDOUS WASTE DAYS	5,542.28
DESIGNATED - IMPROVEMENTS TO RECYCLING	22,296.52
DESIGNATED CONSERVATION FUND	500.00
DESIGNATED K-9 DONATION ACCOUNT	6,903.53
DESIGNATED - OAKES CIRCLE	700.00
DESIGNATED BOARD OF SELECTMAN DONATIONS	270.00
DESIGNATED BARK PARK DONATIONS	-
DESIGNATED YOUTH COMMISSION DONATIONS	1,530.00
DESIGNATED SMALL BUSINESS SATURDAY DONATIONS	109.66
DESIGNATED MILLBURY CTR BEAUTIFICATION	7,234.38
DESIGNATED UMASS/NIH DONATION	520.53
DESIGNATED BEACH ST IMPROVEMENTS	40,000.00
DESIGNATED - SHINE GRANT- DONATION	9.98
DESIGNATED WDPH GRANT (ADDICTION)	1,800.00
DESIGNATED TARGET DONATION/GRANT	500.00

**Town of Millbury
Special Revenue Funds**

Description	Balance 6/30/17
DESIGNATED EAST MILLBURY PARK	20,000.00
DESIGNATED ELMWOOD ANONYMOUS DONATION	12,023.30
FUND BALANCE - UNDESIGNATED	1,800.00
TOTAL SPECIAL REVENUE FUND 24	\$ 1,108,607.53
DESIGNATED PUBLIC HEALTH EMERGENCY RESPONSE	101.13
DESIGNATED SINGLETARY 319 GRT- 66.460	17,141.07
DESIGNATED - F.E.M.A	64,271.27
DESIGNATED ARMORY VILLAGE 319 GRANT	(2,340.00)
DESIGNATED FY17 TITLE 11A	(280.00)
DESIGNATED FY18 TITLE 11A	6,211.00
DESIGNATED FY19 TITLE 11A	(11,080.81)
DESIGNATED FY17 IDEA GRANT	0.20
DESIGNATED FY19 IDEA GRANT	(25,614.59)
DESIGNATED FY16 TITLE I	(0.20)
DESIGNATED FY17 TITLE I	(0.20)
DESIGNATED FY18 TITLE I	(0.20)
DESIGNATED FY19 TITLE I	(13,924.82)
DESIGNATED FY19 - TITLEIV	(274.66)
FUND BALANCE - UNDESIGNATED	(0.05)
TOTAL SPECIAL REVENUE FUND 25	\$ 34,209.14

**Town of Millbury
Special Revenue Funds**

Description	Balance 6/30/17
DESIGNATED RENEWABLE ENERGY TRUST GRANT	1,275.10
DESIGNATED POLICE OVERTIME ENFORCEMENT	3,642.08
DESIGNATED FY18 LIBRARY STATE AID	6,470.49
DESIGNATED FY19 LIBRARY STATE AID	13,410.44
DESIGNATED ART 40-01 LAW ENF BLK	765.16
DESIGNATED 911 SUPPORT & INCENTIVE GRANT	8,406.22
DESIGNATED FY11 COA FORMULA GRANT	0.30
DESIGNATED FY13 COA FORMULA GRANT	0.78
DESIGNATED FY15 COA FORMULA GRANT	0.20
DESIGNATED FY17 COA FORMULA GRANT	0.01
DESIGNATED FY19 COA FORMULA GRANT	4.15
DESIGNATED EXTENDED POLL HOURS	9,855.50
DESIGNATED LAW ENF TRUST GRANT	17,268.24
DESIGNATED COMPOST BINS	328.31
DESIGNATED CULTURAL COUNCIL GRANT	10,893.48
DESIGNATED DOROTHY POND DAM GRANT	1,648.75
DESIGNATED GSBH TRAFFIC GRANT	274.82
DESIGNATED POLICE PUBLIC SAFETY	3,000.00
DESIGNATED SPED CIRCUIT BREAKER	184,780.24
DESIGNATED BRIERLY POND DAM GRANT	5,000.00
DESIGNATED FEASIBILITY STUDY-P.S.	5,000.00
DESIGNATED FY19 EMPG GRANT	(2,784.00)
DESIGNATED FY17 GREEN COMMUNITIES GRANT	18,000.71
DESIGNATED FY18 GREEN COMMUNITIES GRANT	(151,409.31)
PUBLIC SAFETY GRANT DESIGNATED	25,170.82
DESIGNATED MASS CEC GRANT	672.68
DESIGNATED FY15 TRAINING & EMD GRANT	696.59
DESIGNATED FY17 TRAINING & EMD GRANT	(10,732.06)
DESIGNATED FY18 TRAINING & EMD GRANT	6,740.68
DESIGNATED FY15 RESOURCES GRANT	4,335.00
DESIGNATED FY19 RESOURCES GRANT	120,740.00
DESIGNATED DPW FARMHOUSE ABATEMENT	250.00
DESIGNATED - SEI ENDORSEMENT	(1,500.00)
DESIGNATED MASTER PLAN OPEN SPACE GRANT	223.29
DESIGNATED - GAP II CLEAN ENERGY GRANT	(22,039.29)
DESIGNATED FY19 PUBLIC SAFETY & HOMELAND SECURITY	45,000.00
DESIGNATED FY19 COMPLETE STREETS GRANT	(20,425.60)
DESIGNATED GWCF GRANT	(12.05)
DESIGNATED - PROJECT HERE GRANT	4,561.66
DESIGNATED FY19 S.A.F.E. GRANT	5,949.08
DESIGNATED FY17 SENIOR S.A.F.E GRANT	100.00
DESIGNATED FY18 SENIOR S.A.F.E GRANT	180.00
FUND BALANCE - UNDESIGNATED	(0.30)
TOTAL SPECIAL REVENUE FUND 26	\$ 295,742.17

**Town of Millbury
Special Revenue Funds**

Description	Balance 6/30/17
GROUP HEALTH INPATIENT FUND	20,411.00
DESIGNATED EARTH REMOVAL BOARD	13,205.02
DESIGNATED COMPOST BINS	112.26
DESIGNATED ASA WATERS	4,463.64
DESIGNATED SCHOLARSHIP FUND	3,093.82
DESIGNATED WETLANDS PROTECTION	54,892.56
DESIGNATED PLANNING BD LONGWOOD	387.10
DESIGNATED POLICE DEPT INSURANCE RECOVERY	4,729.59
DESIGNATED FIRE DEPT INSURANCE RECOVERY	2.84
DESIGNATED SCHOOL FACILITY	69,275.72
DESIGNATED COMMUNITY SCHOOL	286,762.23
DESIGNATED H. S. SUMMER PROGRAM	17,223.33
DESIGNATED NON-RESIDENT TUITION	18,936.68
DESIGNATED ATHLETIC DEPARTMENT	85,408.39
DESIGNATED DOROTHY MANOR	125,866.80
DESIGNATED HEALTH DEPT	2,925.00
DESIGNATED PARK DEPT REVOLVING	2,291.09
DESIGNATED WINDLE FIELD	(1,625.28)
DESIGNATED WILDLIFE PRESERVATION	(7.93)
DESIGNATED SEALER OF WEIGHTS & MEASURES	48,532.37
DESIGNATED WETLAND FEES REVOLVING	805.00
DESIGNATED WATERWAYS IMPROVEMENT	3,860.55
DESIGNATED FLOWER FUND	130.73
DESIGNATED DPW INSURANCE RECOVERIES	5,210.13
DESIGNATED HEALTH DEPT INS RECOVERIES	2,635.65
DESIGNATED SCHOOL INSURANCE RECOVERY	35,154.59
DESIGNATED - SEWER DEPT INSURANCE RECOVERY	10,533.96
DESIGNATED SCHOOL BOOK REVOLVING	217.68
DESIGNATED POLICE DEPT FIREARM LIC	22,092.25
DESIGNATED DPW MATERIAL SPECIAL HANDLING	116,336.13
DESIGNATED HOUSING PARTNERSHIP REVOLVING	9,056.19
DESIGNATED LOST BOOK REVOLVING	760.05
DESIGNATED BARK PARK REVOLVING	15,072.95
DESIGNATED COA - REVOLVING	3,269.32
DESIGNATED SCHOOL CHOICE	28,837.00
DESIGNATED BOARD OF APPEALS	11,962.67
DESIGNATED - STUDENT PARKING FEES	5,571.48
FUND BALANCE - UNDESIGNATED	69.04
TOTAL SPECIAL REVENUE FUND 27	\$ 1,028,461.60
TOTAL ALL SPECIAL REVENUE FUNDS	\$ 2,396,948.94

**Town of Millbury
Special Revenue Funds**

Description	Balance 6/30/17
DESIGNATED SCHOOL DEPARTMENT CAPITAL PROJECTS	0.15
DESIGNATED RAMSHORN DAM	(2,100,990.34)
DESIGNATED RTE 146 BRIDGE/SEWER REPAIRS	123,059.78
DESIGNATED TOWN HALL HVAC	1,332.41
DESIGNATED FUEL STATION	1,176.00
DESIGNATED ROAD PAVING ART 3 05012018	(915,297.17)
DESIGNATED - SHAW SCHOOL FEASIBILITY STUDY	(246,517.15)
F B - UNDESIGNATED - SEWER EXP	12,849.04
TOTAL CAPITAL PROJECTS FUND 37	\$ (3,124,387.28)
LIBRARY TRUST-HURD	2,524.41
STABILIZATION FUND	1,419,360.90
SEWER STABILIZATION FUND	3,495,807.46
PERPETUAL CARE	282,205.07
CONSERVATION TRUST FUND	130,601.73
LIBRARY TRUST-MALLALIEU	4,430.84
LIBRARY TRUST-THOMPSON	6,074.26
LIBRARY TRUST-KELLHER	867.47
PERPETUAL CARE FLOWERS	4,900.64
WILDLIFE HABITAT FUND	481.02
PERPETUAL CARE-DIVIDENDS	42,623.52
SEWER CIP STABILIZATION	507,635.42
TOTAL TRUST FUNDS 84	\$ 5,897,512.74

EMPLOYEE		7/6/18-6/28/19	REGULAR & OTHER SALARY
ACKER	BETHANY	DEPARTMENT AFTERCARE AIDE	\$3,201.00
ADAMS	JON	SELECTMAN	\$4,200.00
ADAMS	KATHY J	CATERIA COOK	\$22,827.52
ADAMS	MARK	FIREFIGHTER-CLERK	\$7,000.84
ADAMS	ROBERTA	SENIOR WORKER	\$105.00
AGYEMAN JR	KOFI	CUSTODIAN HS	\$60,762.14
ALDONIS	THOMAS	AFTERCARE AIDE	\$11,029.30
ALESSI	CHARLES	INSTRUCTIONAL AIDE	\$24,122.97
ALGER	TONIA	SHAW TEACHER	\$69,346.86
ALLAIN	LISA	SEWER COMMISSION CLERK	\$1,079.52
ALLARD	ARTHUR E.	SPECIAL POLICE	\$12,026.50
ALLEN	CRAIG	COACH-JV BASEBALL	\$3,027.00
ALMSTROM	JULIE	LONG TERM SUB	\$56,371.34
ALMSTROM	NICOLE	SHAW TEACHER	\$55,586.87
AMARAL	JAMES	HIGH SCHOOL TEACHER	\$56,949.00
ANDERSON	MATTHEW	FIRE FIGHTER	\$3,074.49
ANDRADE	RICHARD	SPECIAL POLICE OFFICER	\$42,325.50
ANDREOZZI	LORI	TEACHER AIDE	\$19,378.39
ANGELL	MARY ELLEN	SUBSTITUTE TEACHER	\$8,640.00
ANTREA	NATASA	AFTERCARE AIDE	\$5,816.25
AQUAFRESCA JR	ROY	POLICE OFFICER	\$144,796.56
AREND	VICTORIA	HS TEACHER	\$5,763.06
ARMY	TODD E.	CONSTABLE	\$250.00
ARP	PATRICIA	ENERGY MANAGER	\$12,315.19
ASELBEKIAN	JILL	INSTRUCTIONAL AIDE	\$22,919.71
ASHMANKAS	MATHEW	PLANNING BOARD MEMBER	\$2,500.00
ATTERIDGE	CHARLES	TEMP CUSTODIAN	\$4,920.00
ATTERIDGE	JENNIFER	ELMWOOD TEACHER-2ND	\$79,295.48
AUBIN	ELIZABETH	PUBLIC LIBRARY-ASSISTANT	\$12,981.63
AUCLAIR	OLIVIA	AFTERCARE AIDE	\$4,140.00
AUSTIN	ELAINE	TEACHERS AIDE	\$16,026.21
AUSTIN	MATTHEW	DPW SEASONAL	\$3,916.00
AVAKIAN	JASON	HS TEACHER-LIFE SKILLS	\$79,384.12
AVRAMIDIS	ANGELA	HIGH SCHOOL NURSE	\$72,114.70
BAGLEY	EMILY	INSTRUCTIONAL AIDE	\$3,589.56
BAKER	PATRICIA	SUB NURSE/AFTERCARE	\$442.80
BALDINI	MICHAEL	JR. HIGH SCHOOL TEACHER	\$78,216.17
BALKUS	PETER	FIREFIGHTER	\$5,049.19
BALLARD	SUSAN	POLL WORKER	\$276.00
BANFILL	TODD	AFTER SCHOOL PROG WORKER	\$13,424.12
BARBER	ROBBIE	SUB-CUSTODIAN	\$23,126.89
BARBOSA	KAYLA	HIGH SCHOOL TEACHER	\$68,491.03
BARDIER	NICOLE	SUBSTITUTE	\$40.00
BARRY-AYRES	KRISTIE	EARLY CHILD COORDINATOR	\$20,700.88
BARTLEY-MACDONALD	STEPHANIE	SHAW SPECIAL ED TEACHER	\$76,959.33

BASTARACHE	JUDITH	MEDIA CLERK	\$28,950.51
BATER	ERIC	SEASONAL DPW	\$6,039.00
BATER	JUDITH	BOH HEAD CLERK	\$17,690.40
BEAHN	KELLY	TEACHER-ADJ COUNSELOR	\$59,406.78
BEAUCAGE	JEAN	BUS DRIVER	\$30,303.53
BECKEMAN	SARAH	ELMWOOD TEACHER-2ND	\$94,457.29
BECKWITH	DONNA	SCHOOL DEPARTMENT CLERK	\$15,057.19
BEDARD JR.	RICHARD	SCHOOL BUSINESS MANAGER	\$129,516.00
BELHUMEUR	NEAL	FIREFIGHTER	\$2,436.25
BELL	HEATHER	TEACHERS AIDE-HS	\$180.00
BELLEROSE	JOAN	ELMWOOD TEACHER-2ND	\$82,954.61
BELLIVEAU	KARLA	ELMWOOD SPECIAL ED TEACHER	\$64,197.02
BELLVILLE	JENNIFER	DIRECTOR OF CURRICULUM	\$123,607.50
BELLVILLE	JILLIAN	SUBSTITUTE	\$5,019.01
BELLVILLE	ROBERT R.	DIRECTOR OF TECHNOLOGY	\$92,034.00
BENGTSON	ADAM	AFTERCARE WORKER	\$278.39
BENGTSON	BLAKE	AFTERCARE AIDE	\$69.00
BENGTSON	CYNTHIA	CAFE WORKER	\$1,830.00
BENGTSON	KIMBERLY	SHAW TEACHER	\$60,712.00
BENNETT	CANDICE	TEACHER AIDE	\$28,136.88
BENNETT	RYAN	SPECIAL POLICE OFFICER	\$14,187.50
BENNETT	TARA	HIGH SCHOOL PRINCIPAL	\$77,994.49
BERGIN	RICHARD	HIGH SCHOOL TEACHER-PE	\$92,006.22
BERNARD	MARY	TEACHER AIDE	\$26,285.09
BERNARD	TIMOTHY S	SCHOOL CUSTODIAN	\$51,332.31
BERTHIAUME	JANICE	SUBSTITUTE TEACHER	\$38,858.24
BERTHIAUME	JESSICA	INSTRUCTIONAL AIDE	\$29,634.91
BIANCULLI	DORIS	POLL WORKER	\$271.00
BICCHIERI	LILLIAN	SUBSTITUTE	\$1,530.00
BICCHIERI	MOLLY	TEACHER	\$60,416.23
BIEN	KELLY	ELMWOOD TEACHER	\$29,124.18
BIEN	MARGARET	TEACHER AIDE	\$26,298.50
BIEN	MICHAEL	ON-CALL FIRE FIGHTER	\$4,725.78
BILLINGTON	CHRISTINE	HEAD CLERK DPW	\$41,324.87
BILODEAU	MELISSA	CAFE SUB	\$312.00
BLESSINGTON	MARK	HIGH SCHOOL TEACHER-ENG	\$75,731.70
BOLLINGER	JARED	HS TEACHER	\$59,433.02
BONAVITA	LAURIE	DIR OF PLANNING/DEVELOP	\$83,467.16
BOTT	CHRISTINE	SUBSTITUTE POLL WORKER	\$253.50
BOTT	FRED	SPECIAL POLICE OFFICER	\$37,432.50
BOTT	PAMELA	HEAD CLERK/PLANNING	\$23,956.45
BOTTIGLIERI	NICOLE	TEACHER-ELMWOOD-1ST	\$57,446.29
BOUCHER	RYAN	FIREFIGHTER	\$5,014.79
BOUDREAU	LISA	LIBRARY ASSISTANT	\$27,237.93
BOUGHTON	BRIAN	EQUIPMENT OPERATOR II	\$55,716.68
BOULANGER	KRISTIN	ELMWOOD TEACHER- 1ST	\$85,676.47
BOURDEAU	ALINE	ASA WATERS FAC/SR WORKER	\$1,451.25

BOURDEAU	ANDREW	SUB- CUSTODIAN	\$748.00
BOUTHILLETTE	ERIC	FIRE FIGHTER	\$2,762.18
BOWEN	MARY	ASA WORKER/SUB TEACHER	\$6,752.50
BOWKER	JUDY	TEACHER AIDE	\$24,048.74
BOWLIN	CHRISTIANE	SUBSTITUTE	\$1,764.35
BRAWN	MARY	REGISTRAR	\$200.00
BREAULT	MICHAEL	FIREFIGHTER	\$4,650.86
BRIGGS	LINDSEY	HS TEACHER	\$80,379.19
BRINDISI	JILL	PUBLIC LIBRARY- ASSISTANT	\$16,780.44
BROCK	STEPHEN	FIREFIGHTER-CAPTAIN	\$6,486.32
BRODEUR	RYAN	AFTER CARE AIDE	\$7,717.43
BROUSSEAU	MICHAEL	COACH	\$6,412.00
BROUSSEAU	SHERRI A.	ASSIST TOWN ACCOUNTANT	\$50,541.74
BROWN	MARGARET	SCHOOL CLERK-ELMWOOD	\$40,996.76
BROYLES	MICHAEL	SPECIAL POLICE OFFICER	\$8,108.00
BRUINSMA	CHRISTOPHER	FIREFIGHTER	\$5,014.80
BRUNELL	AUDRA	ELMWOOD STREET TEACHER	\$84,437.92
BRUSO	PENELOPE	SUB TEACHER	\$2,920.00
BUCCINI	PAUL	AFTERCARE	\$5,021.28
BUFFONE	JACK	AFTERCARE AIDE	\$2,755.20
BULLETT	MARY	TEACHER AIDE	\$29,746.45
BURDZEL	DARLENE	LIBRARY PAGE	\$5,672.50
BURKE	CAROL	POLL WORKER	\$487.00
BURKE	COREY	ELMWOOD ASST PRINC	\$92,000.49
BURKE	DANA	TECH TEACHER-ELMWOOD	\$77,085.12
BURNS	KRISTEN	HIGH SCHOOL TEACHER	\$76,102.39
BUSO	PHILLIP D	VETERANS AGENT	\$17,147.60
BUSTILLO	GRACIELA	POLL WORKER	\$1,397.00
BUTURLIA	NICOLE	CAFETERIA SUBTITUTE	\$2,028.00
BYRNE	SOPHIA	INSTRUCTIONAL AIDE	\$28,320.70
CADRIN	JASON	FIREFIGHTER-LIEUTENANT	\$5,033.35
CADRIN	KIMBERLY	POLICE OFFICER	\$139,210.09
CAFORIO	JOAN	POLL WORKER	\$614.00
CAGGIANO	JUSTINE	HUMAN RESOURCE ASSIST	\$24,674.14
CAMERON	KATIE	INSTRUCTIONAL AIDE	\$17,208.04
CAMMUSO	JONATHAN	ASSESSOR COMMITTEE	\$420.00
CANNEY	KELLY	SUBSTITUTE	\$10,321.54
CANO	ROBIN	POLL WORKER	\$344.00
CAPUANO	DOROTHY	CAFE SUB	\$3,405.00
CARANGELO	DANIELLE	SUBSTITUTE	\$3,720.00
CARNEIRO	JILLIAN	SHAW TEACHER	\$50,492.70
CARR	JEFFREY	SUB-CUSTODIAN	\$51,892.84
CARRIGNAN	ANNA	AFTERCARE AIDE	\$4,970.00
CARUSO	KEITH	EQUIPMENT OPERATOR II	\$108,881.85
CASTILLO	JOSE	SENIOR WORKER	\$4,338.50
CASTILLO	PATRICIA	TEACHER AIDE	\$7,831.43
CATHCART	ROSE	SENIOR WORKER	\$30.00

CATHLINE	JEFF	EQUIPMENT OPERATOR 2	\$48,747.33
CHANDLER	REGIS	SHAW TEACHER-4TH	\$61,241.33
CHAPLIS	COREY	RE SHAW SPECIAL ED TEACHER	\$104,621.43
CHARRON	MICHELLE	SHAW TEACHER	\$69,263.25
CHAUVIN	DANIEL	ANIMAL CONTROL OFFICER	\$13,600.00
CHERNIK	RACHEL	SUB TEACHER	\$121.68
CHILEK	ELIZABETH	CAFE - SUB	\$1,361.50
CHOQUE	ANNMARIE	TEACHER	\$21,513.80
CHRISTENSEN	ROBERT	JR HIGH FOREIGN LANG	\$83,927.65
CLARK	MAUREEN	INTERIM ASST TOWN CLERK	\$2,019.40
CLARY	KELLIE	INSTRUCTIONAL AIDE	\$22,384.74
CLUETT	TIMOTHY	FIREFIGHTER-CLERK	\$4,179.20
COGGANS	JOSEPH	BOARD OF ASSESSORS	\$1,470.00
COLACCHIO	MARIE	ASA WATERS FACILITATOR	\$120.00
COLEY	SARAH	SUBSTITUTE	\$800.00
COLLINS	STEPHANIE	HEAD CLERK	\$7,709.04
COMEAU	LEAH	TEMPORARY CUSTODIAN	\$1,166.00
CONLON	SARAH	ELMWOOD PSYCHOLOGIST	\$83,837.91
CONRAD	HEATHER	CAFE SUB	\$1,777.80
COONEY	CAROL	ELMWOOD SPEECHTEACHER	\$85,076.46
COPPOLA	BRIAN	FIREFIGHTER	\$1,351.29
COREY	KATIE	CAFETERIA SUB	\$2,406.63
COREY	MELISSA	CAFE- SUBSTITUTE	\$2,160.00
COTE	MARISA	HS CHOOOL TEACHER-ENGLISH	\$85,473.48
COTE	REBECCA	INSTRUCTIONAL AIDE	\$16,842.72
COTTON	LISA	TEACHER	\$41,902.70
COUGHLIN	MARIA	LONG TERM SUBSTITUTE	\$20,275.50
COURTEAU	CARRIE	LIBRARY ASSISTANT	\$9,115.50
COURTNEY	MARYELLEN	HIGH SCHOOL GUIDANCE	\$82,216.32
COUTURE	STEVEN	FIREFIGHTER	\$1,523.86
COX	MOLLY	SUB NURSE	\$2,234.76
COX	PATRICIA	ELMWOOD SPEC ED TEACHER	\$85,426.46
CRAIG	MATTHEW	DPW LABORER	\$6,134.00
CRANSKA	MICHELLE	SUBSTITUTE - PE	\$1,880.00
CRISTO	JUDE	ASSESSORS	\$2,520.00
CRONIN	JENNIFER	JR HS TEACHER-MATH	\$77,349.79
CUNHA	JONATHAN	HS TEACHER-BUSINESS	\$86,899.50
CUNHA	REBECCA	HS TEACHER-FOREIGN LA	\$77,409.34
DABNEY	MELISSA	HS TEACH-FOREIGN LANG	\$87,142.00
DAILEY	MARGARET	HEAD CLERK TREASURER'S OFFICE	\$40,449.25
DALLAIR	ANN	LIBRARY DIRECTOR	\$47,904.83
DALLAIRE	PETER	SHAW TEACHER	\$76,775.42
DALTON	BRIAN	DISPATCHER	\$6,900.00
DALTON	BRIAN	FIREFIGHTER	\$6,016.68
DALTON	SUSAN	FULL TIME-DISPATCHER	\$53,818.64
DALY	DANIEL	POLICE OFFICER	\$176,323.60
DALY	JONATHAN	INSTRUCTIONAL AIDE	\$18,637.72

DALY	MAUREEN	INSTRUCTIONAL AIDE	\$20,711.69
DARLING	AMANDA	TEAM CHAIR SHAW/ELMWOOD	\$11,932.72
DARLING	SEAN	CUSTODIAN	\$28,793.03
DAVIS	SHERYLL	PUBLIC SAFETY DISPATCHER	\$57,965.77
DAVIS	ZACHARY	TEACHER AIDE	\$26,478.99
DAVOLIO	JAYNE MARIE	TOWN CLERK	\$62,086.15
DAY	CHRISTOPHER	FIREFIGHTER-CLERK	\$7,557.37
DE BAGGIS	STEPHANIE	HIGH SCHOOL TEACHER	\$94,218.50
DE MARIA	MARY ANN	TEACHER	\$71,732.34
DEAN	NAFEESA	TEACHER AIDE	\$24,139.96
DEAN	TIMOTHY	POLICE OFFICER	\$59,040.45
DEGON	CHRISTOPHER	HIGH SCHOOL TEACHER-ENGLISH	\$78,069.50
DELANEY	SUZANNE	CAFE WORKE	\$16,646.99
DESORCY	DONALD P	POLICE CHIEF	\$147,852.61
DESPRES	RONALD	TREE DEPARTMENT	\$2,842.50
DESPRES	SCOTT	SELECTMAN	\$3,000.00
DESIROSIERS	JANICE	SHAW SCHOOL TEACHER-6TH	\$98,590.96
DEVAULT	BRUCE	PLANNING BOARD	\$416.70
DEVOE	EVELYN	SENIOR WORKER	\$1,431.75
DICICCO	JESSICA	SUBSTITUTE	\$1,840.00
DIDOMENICA	PATRICIA	SPECIAL EDUCATION AIDE	\$36,656.12
DIDOMENICA	REBECCA	SUBSTITUTE	\$1,640.00
DIGANGI	MICHAEL	SHAWTEACHER-PHYS ED	\$76,679.33
DINIZ	COURTNEY	SUBSTITUTE	\$200.00
DINSDALE-MAGNANT	KAREN	SUBSTITUTE	\$15,469.26
DONNELLY	GRACE	LIBRARY PAGE	\$3,671.00
DONNELLY	JAMES	COACH	\$4,678.00
DONOVAN	EVA	POLL WORKER	\$874.00
DONOVAN	LINDA	GENERAL CLERK	\$15,183.62
DOOLEY	JESSE	TEACHER HS	\$48,248.00
DORE	JEFFREY	INTERIUM P T CUSTODIAN	\$1,789.39
DOTSON	TERRY	PLANNING BOARD	\$2,500.00
DOWD	DANIEL	SPECIAL POLICE	\$17,975.00
DRALEAUS	KIMBERLY	PRESCHOOL TEACHER- ELMWOOD	\$84,437.92
DRISCOLL	BETH	TUTOR	\$19,972.50
DRUGAN	LYNN	SUB - NURSE	\$1,187.50
DUHAMEL	GEORGE	ASSIST. WIRE INSPECTOR	\$1,254.00
DUQUETTE	DANIEL	TUTOR	\$532.00
DWINELL	HALEY	INSTRUCTIONAL AIDE	\$23,203.38
DYBERG	MARK	SPECIAL POLICE	\$3,383.00
EARNEST	EDWARD	TECHNOLOGY	\$58,604.94
ECONOMOS	STEPHEN	HIGH SCHOOL TEACHER	\$56,358.54
EKSTROM	HOLLY	SHAW SCHOOL TEACHER-5TH GR	\$58,547.69
ELIE	SCOTT	LABOR EQUIP OPERATOR II	\$60,758.85
ENGEL	MELINDA	SUB NURSE	\$5,638.32
ERICKSON	HAROLD	SEWER COMMISSIONER	\$1,079.52
ESSIF	FATIMA	CAFE	\$3,217.25

FAIRBANKS	GAIL M	HIGH SCHOOL TEACHER	\$36,777.99
FARBER	BRENDA	SUB-TEACHER	\$7,058.00
FARRINGTON	JENNIFER	LONG TERM SUB	\$49,603.40
FAY	TYLER	SUB-CUSTODIAN	\$968.00
FENNELLY	WILLIAM	TEMP CUSTODIAN	\$384.00
FINNEGAN	MELISSA	ELMWOOD TEACHER- 1ST	\$76,171.79
FISHWICK	BRANDON	LTS	\$14,125.17
FITZGERALD	JULIANNE	COA WORKER	\$4,762.50
FITZPATRICK	JESSICA	COACH	\$1,659.00
FLAHERTY	ROSEMARY	HIGH SCHOOL LIBRARIAN	\$85,317.00
FLAMAND	JENNIFER	K TEACHER-ELMWOOD	\$78,009.35
FLANAGAN	SUZANNE	TEACHER AIDE	\$21,975.00
FLEMING	AMY	EXECUTIVE ASST TM/BOS	\$41,858.28
FOLEY	CHRISTINA	HS TEACHER	\$63,933.13
FORTUNATO	NICHOLAS	POLICE OFFICER	\$108,072.85
FOTOS	CAROL	SUB TEACHER	\$5,469.00
FRANKLIN	STEPHANIE	INSTR AIDE- ELMWOOD	\$17,053.37
FREITAS	DONNA	SCHOOL DEPARTMENT CLERICAL	\$54,543.90
FRESOLO	YVETTE	CAFE SUBSTITUTE	\$13,038.92
FRIEDMAN	MATTHEW	COACH	\$3,405.00
FRIEDMAN	MIRIAM	SHAW PRINCIPLE	\$108,445.00
FUENTES	AMY	ELMWOOD TEACHER-3RD	\$76,171.57
GABORIAULT	SHIRLEY	POLL WORKER	\$641.00
GARDNER	WARREN	TREE WARDEN	\$5,583.50
GASCO	BRIAN K	FIREFIGHTER-ASSIST CHIEF	\$14,421.89
GASCO	BRIAN K	ASSISTANT GAS/PLUMBING INSPECT	\$1,656.00
GASCO	KEITH	POLICE OFFICER	\$101,763.72
GASCO	ROBERT	ON CALL FIREFIGHTER	\$4,351.29
GASPIE	SANDRA M.	SECRETARY	\$1,220.50
GAUDETTE	BRIANNA	INSTRUCTIONAL AIDE	\$22,430.79
GAUTHIER	CANDY	SCHOOL CUSTODIAN	\$27,120.38
GAUTHIER	DONALD	POLL WORKER	\$869.00
GAUTHIER	FRANCES	POLL WORKER	\$601.50
GAUTHIER	GREGORY	PLUMBING INSPECTOR	\$18,372.00
GAUTHIER	JUDITH	POLL WORKER	\$517.00
GAUTHIER	MICHELLE S.	ELMWOOD TEACHER-2ND	\$127,222.68
GAUTHIER	ROBERT	INSTRUCTIONAL AIDE	\$18,423.67
GEORGES	MICHAEL	PLANNING BOARD MEMBER	\$2,083.30
GERARDI	KAREN	POLL WORKER	\$88.00
GERVAIS	ERIC	TECH TEACHER-ELMWOOD/SHAW	\$64,203.48
GIBSON	MAUREEN	ASST. TREASURER/COLLECTOR	\$43,547.28
GILREIN	SEAN	INTERIM PRINCIPAL HS	\$60,000.00
GINESE	MARK	EQUIPMENT OPERATOR II	\$74,789.11
GINISI	BRIAN	COACH-SOCCER	\$3,878.00
GIORGIO	ELVIA	AFTERCARE AIDE	\$1,539.70
GIRARD	DEREK	AFTERCARE AIDE	\$5,978.21
GIRARD	KAREN	CAFE WORKER	\$12,463.93

GIRARD	REBECCA	INSTRUCTIONAL AIDE	\$29,385.00
GIROUX	CHELSEA	ELMWOOD TEACHER	\$55,880.95
GLEASON	PETER	COACH	\$8,142.00
GOBRON	KERRY	INSTRUCTIONAL AIDE	\$26,330.04
GODDARD	APRIL	SUMMER TEACHER	\$1,500.00
GOFF	ALIVIA	AFTERCARE AIDE	\$3,322.80
GONYEA	MARK	SCHOOL CUSTODIAN	\$55,189.98
GOSSELIN JR	RICHARD	BOARD MEMBER	\$2,500.00
GOYETTE	DORIS	POLL WORKER	\$673.75
GOYETTE	JAMES	FIREFIGHTER	\$1,298.50
GRASS	LINDSAY	TEACHER ELMWOOD 3RD	\$75,237.24
GRAVES	MAUREEN	ON CALL DISPATCHER	\$6,263.87
GRAVES	PAMELA	SUBSTITUTE	\$931.00
GREEN	ANDREA	HIGH SCHOOL TEACHER	\$67,890.86
GREENE	NICOLE	TEACHER AIDE	\$10,088.77
GREGOIRE	DONNA	SENIOR WORKER	\$1,045.50
GROUT	SHAWNA	SPECIAL OFFICER	\$600.00
GUBA	LAUREN	SUBSTITUTE	\$2,592.50
GUILLORY	MARIE	LIBRARY ASSISTANT	\$33,593.90
GUYAN JR	ROBERT	POLICE OFFICER	\$113,535.58
GVIRTSMAN	ANNA	TEACHER - HIGH SCHOOL	\$7,358.40
HAAK	DAVID	SCHOOL CUSTODIANS	\$28,341.01
HAAK	ELAINE	SCHOOL CAFETERIA WORKER	\$9,088.00
HAHN	KARA	TEACHER-SHAW	\$75,202.51
HALACY	PAUL	FACILITIES DIRECTOR	\$87,051.00
HALL	ANDREW	ELMWOOD PRINCIPLE	\$111,264.00
HALL	DOREEN	CAFETERIA SUB	\$7,388.09
HALL	THOMAS	SPECIAL POLICE	\$40,333.00
HAMILTON	JAKE	FIREFIGHTER	\$4,121.58
HAMILTON	RICHARD P	FIRE CHIEF	\$32,968.80
HAMILTON	THERESA	HIGH SCHOOL TEACHER	\$74,677.00
HANRATTY JR	CHESTER	CUSTODIAL MANAGER/BVT REP	\$2,428.00
HARRINGTON	JOHN	SPECIAL POLICE OFFICER	\$34,937.50
HARRIS	SHANNON	PT AIDE	\$8,116.44
HAYES	JULIE	SHAW SCHOOL TEACHER-5TH	\$86,450.00
HAYES	PATRICIA	MUNICIPAL SECRETARY	\$14,229.48
HEBERT	MYLES	FIREFIGHTER	\$435.00
HEINO	CHERYL D.	ELMWOOD TEACHER- ART	\$78,825.51
HENDON	WENDY	SPED CLERK- ELMWOOD	\$29,033.69
HENRY	CHRISTINE	HIGH SCHOOL TEACHER	\$78,066.79
HERMANN	STEPHANIE	SPEECH TEACH-ELM & SHAW	\$65,836.06
HERRIAGE	ROBERT	SENIOR WORKER	\$926.75
HIGGINBOTTOM	PAMELA	SCHOOL CUSTODIAN	\$58,510.07
HILLIER	JOHN P.	HIGH SCHOOL TEACHER	\$82,135.11
HINCHEY	LAUREN	TEACHER HIGH SCHOOL	\$42,818.60
HOBIN III	RAYMOND	FIREFIGHTER	\$4,782.56
HOCHARD	JENNIFER	PRESCHOOL TEACH- ELMWOOD	\$65,252.88

HOPPER	MARIA	TEACHER-SHAW-6TH	\$71,046.46
HOUBRE	MARIANNE	SENIOR WORKER	\$128.00
HOUDE	MARGARET	POLL WORKER	\$489.00
HUBAN	MATTHEW	SEASONAL WORKER	\$2,286.00
HUCHOWSKI	AMY	INSTRUCTIONAL AIDE	\$21,382.92
HUTNAK	STACY	INSTRUCTIONAL AIDE	\$1,562.41
IADAROLA	BRIAN	HEAD MAINTENANCE-TOWN HALL	\$48,764.47
IANNICCHERI	NICOLE	SCHOOL CAFETERIA WORKER	\$25,562.67
IRR	FRANK	REGISTRAR	\$200.00
ISAACSON	LYNN	ELMWOOD SECRETARY	\$26,063.19
ISSA	HUSSEIN	COACH	\$3,878.00
IWANIUK	LORI	SCHOOL CAFETERIA WORKER	\$39,043.92
JILLSON	LINDSAY	INSTRUCTIONAL AIDE	\$1,682.40
JOHNSON	ANDREW	HIGH SCHOOL TEACHER	\$53,010.87
JOHNSON	CINDY	JR. CLERK	\$13,991.13
JOHNSON JR	RICHARD	LABOR EQUIP OPERATOR II	\$9,216.25
JORDAN	ASHLEY	INSTRUCTIONAL AIDE	\$2,709.51
JUMPER	JENNIFER	SUBSTITUTE TEACHER	\$187.50
JUST	NANCY	INSTRUCTIONAL AIDE	\$25,808.06
KACH	ANNE	HIGH SCHOOL TEACHER	\$350.00
KAHLE SHONEMAN	DAWN	TEACHER	\$31,743.14
KALLIN	BARBARA	HIGH SCHOOL SPED TEACHER	\$85,496.00
KAPENAS	JENNIFER	COACH-SOFTBALL	\$4,060.00
KAPIRIS	PARTHENOPI	INSTRUCTIONAL AIDE	\$1,142.42
KEDDY	CAROLIN	INSTRUCTIONAL AIDE	\$21,031.65
KEELER	JENNIFER	LONG TERM SUB - HS	\$5,028.20
KELLEY	JENNIFER	TEACHER- ELMWOOD 3RD	\$72,311.95
KELLEY JR	JAMES	HR DIRECTOR	\$106,280.91
KELLY	RYAN	SPECIAL	\$9,675.00
KENNEDY	CODY	TEMP CUSTODIAN	\$80.00
KENNEDY	KAREN	SUBSTITUTE	\$3,760.00
KENNEDY	MCKENNA	AFTERCARE WORKER	\$726.00
KEOMANIVONG	PHONGSALY	PRINCIPAL ASSESSOR	\$11,942.33
KERR	ELENA	SENIOR WORKER	\$1,047.00
KING	DAVID F	FIREFIGHTER-CAPTAIN	\$5,709.61
KING	ERICA	TEACHER	\$47,832.99
KING	FRANCIS	FIREFIGHTER-LIEUTENANT	\$7,074.84
KING	RENEE	7/8 G BASKETBALL COACH	\$3,467.00
KING	RYAN	FIREFIGHTER	\$7,124.77
KING	RYAN	EQUIPMENT OPERATOR I	\$22,803.23
KIRKMAN	WILFRED	POLL WORKER	\$261.00
KNOWLES	JULIA	TEACHER-HS	\$40,678.00
KODRA	BESIAN	HIGH SCHOOL TEACHER	\$86,670.46
KOPROWSKI	BRADLEY	TEACHER - HIGH SCHOOL	\$63,425.63
KOSIBA	JEFFREY	FIREFIGHTER	\$4,683.03
KOSIBA	PAUL	FIREFIGHTER	\$4,509.95
KOSIBA	STEVEN M	EQUIPMENT OPERATOR II	\$61,425.47

KOSIBA	STEVEN M	FIREFIGHTER	\$10,290.04
KOSIBA JR	JOSEPH	FIREFIGHTER-LIEUTENANT	\$7,238.83
KOSIBA JR	JOSEPH	LEAD - HIGHWAY	\$83,227.61
KOSKI	ROBERT	SUB- TEACHER	\$6,502.50
KOTZEN	ELIZABETH C	POLL WORKER	\$187.00
KRASSOPOULOS	KEVIN	CABLE COMMISSION DIRECTOR	\$64,320.88
KRUMSIEK	ANDREW	FIREFIGHTER-LIEUTENANT	\$2,752.36
KRUMSIEK	ANTHONY	FIREFIGHTER	\$7,138.75
KRUMSIEK	MARION	SENIOR WORKER	\$421.00
KRUMSIEK	MARY	SELECTMAN	\$3,600.00
L'HEUREUX	SANDRA A.	SCHOOL DEPARTMENT CLERICAL	\$41,155.10
LABELLE	MOREEN	TEAM CHAIR	\$39,320.31
LACHANCE	MARC	TEACHER - SHAW	\$39,578.09
LACOUTURE	ANGELA	ELMWOOD SPEC ED TEACHER	\$76,267.50
LACROSSE	KEITH	FIREFIGHTER	\$8,424.05
LAGERHOLM	ANDREA	SUBSTITUTE TEACHER	\$11,463.20
LAGERHOLM	JULIA	SCHOOL COMMITTEE	\$1,947.24
LAGERHOLM	KERRY	INSTRUCTIONAL AIDE-ELMWOOD	\$26,708.25
LANDRY	ALISON	SHAW TEACHER	\$56,189.22
LANDRY	MARCIA	SENIOR WORKER	\$1,226.00
LANGEVIN	NICHOLAS	FIREFIGHTER	\$850.00
LAROCQUE	KRISTEN	CAFE- SUB	\$9,571.79
LARSON	KELLEY	INSTRUCTIONAL AIDE	\$9,870.63
LASRI	TAMAR	TEACHER	\$45,404.79
LATHROP	DANIELLE	CAFETERIA SUB	\$8,750.60
LAUZIERS	JANET	CAFETERIA WORKER	\$23,020.08
LAVALLEE	RENEE	COACH-JV SOFTBALL	\$1,701.00
LAVALLEE	RICHARD A	FIREFIGHTER-LIEUTENANT	\$4,484.91
LAVALLEE	TOM C	FIREFIGHTER	\$7,710.27
LAVALLEY	JENNIFER	CAFE WORKER	\$2,373.00
LAVIGNE	RYAN	TEACHER HS	\$40,678.00
LAVOIE	PAMELA	TEACHER AIDE	\$35,405.80
LAZZARO	CHRISTOPHER	AFTERCARE AIDE	\$6,632.57
LEARY	HOLLY	SUB CAFE WORKER	\$78.00
LEBLANC	GABRIELLE	SHAW TEACHER	\$58,758.04
LECLAIRE	ERIC	GRADE 3 ASSIT PLANT OPERATOR	\$69,530.52
LEE	CONNOR	SHAW- TEACHERS AIDE	\$69.00
LEGERE	GAIL	SCHOOL DEPARTMENT CLERICAL	\$46,318.30
LEIGHTON	AMANDA	LIBRARY ASSISTANT	\$29,310.34
LEMOINE	PAUL	POLICE OFFICER	\$132,394.88
LESLIE	MARY	CAFETERIA DIRECTOR	\$63,132.00
LEVASSEUR	PAUL	CUSTODIAN	\$49,710.30
LEWIS	SUSAN	TEACHER-ELMWOOD	\$64,511.48
LEWOS	BRIAN	POLICE SERGEANT	\$165,332.66
LIBERTY	AUSTIN	SUB-CUSTODIAN	\$1,479.50
LITTLE	MARIE	TITLE I TUTOR	\$7,785.00
LIVOTI	KRISTEN	ASST TOWN CLERK	\$42,624.98

LIZOTTE	DONALD	FIREFIGHTER	\$10,966.54
LOBAO	EMILY	TUTOR	\$10,050.00
LOGUE	EDRIS	TEACHER-HS	\$7,249.28
LOLAR	GRADEN	SUMMER LABORER	\$7,070.25
LOMBARDI	LINDA	K TEACHER- ELMWOOD	\$84,638.05
LORION	MATTHEW	AFTERCARE AIDE	\$2,547.50
LOWE	CHRISTOPHER	ASST HIGH SCHOOL PRINCIPAL	\$101,420.00
LOWKES	KARA	SUBSTITUTE	\$253.27
LUBY	MICHAEL	SPECIAL POLICE	\$13,762.50
LUIKEY	JO ANN	POLL WORKER	\$608.50
LYON	JEFFREY	HIGH SCHOOL TEACHER	\$84,609.00
MACCONNELL	SAM	FIREFIGHTER	\$4,051.33
MACDONALD	ANDREA	SENIOR WORKER	\$1,137.00
MACHACZ	THOMAS	TEMP ASST	\$2,254.00
MACJEWSKI	PATRICIA	POLL WORKER	\$118.00
MAHONEY	ROSE	BEHAVIOR SPECIALIST	\$42,818.60
MAINHART	CHRISTOPHER	ELMWOOD TEACHER-1ST	\$87,982.46
MAINHART	JACOB	SUMMER SCHOOL AIDE	\$600.00
MAIO	SAMANTHA	SPED TEACHER-ELMWOOD-2NS	\$10,560.95
MANN	MAXINE	POLL WORKER	\$108.00
MANSFIELD	EDWARD	ANIMAL CONTROL	\$416.67
MARA	PATRICK	ATHL DIR/HS TEACHER	\$92,343.04
MARCIELLO	DAVID	TOWN MANAGER	\$145,664.42
MARINGO	AMY	INSTRUCTIONAL AIDE ELM	\$10,202.63
MARKEY	REGINA A	FIRE DEPARTMENT HEAD CLERK	\$42,448.88
MARKIEWICZ	PAUL	SPECIAL POLICE OFFICER	\$40,137.50
MARLBOROUGH	DENISE M.	TREASURER/COLLECTOR	\$70,620.74
MARLBOROUGH	RONALD	BOARD OF HEALTH-ELECTED	\$2,550.00
MARTIN	TRICIA	TUTOR - TITLE I	\$35,547.56
MARTIN	WILLIAM J.	SCHOOL CUSTODIAN	\$57,461.27
MATTRICK	FRANCIS	COA HEAD CLERK	\$21,827.92
MAY	LAUREN	HS PSYCHOLOGIST	\$64,538.26
MAYNARD	SEAN	POLICE OFFICER	\$108,601.06
MAZZOLA	SARA	CAFETERIA SUB	\$9,273.22
MAZZONE	FRANCIS	COACH-GOLF	\$2,738.00
MAZZONE	ROBIN	GUIDANCE SEC H.S	\$40,168.54
MCARDLE	J KEVIN	SUBSTITUTE	\$3,187.50
MCCONAGHY	FREDERICK	SUBSTITUTE	\$2,160.00
MCELROY II	JOHN	ASA WATERS DIRECTOR	\$51,439.54
MCFAUL	STEPHEN A.	POLICE SERGEANT	\$114,041.20
MCGOVERN	CHELSEA	HIGH SCHOOL TEACHER	\$57,062.90
MCGRATH	MATHEW	POLICE OFFICER	\$109,768.12
MCKENNA	JAMES	MODERATOR	\$200.00
MCKENNA	KATHERINE	SELECTMAN	\$3,000.00
MCKENNEY	ALJUMAA	CUSTODIAN	\$51,535.36
MCKEON	MICHAEL	SHAW SCHOOL TEACHER-PHYS ED	\$83,895.44
MCKEON	PATRICK	COACH-VOLLEYBALL JV	\$2,753.00

MCQUADE	PAUL	HIGH SCHOOL TEACHER	\$82,604.47
MEDEIROS	JOANN	HIGH SCHOOL SPED TEACHER	\$82,792.52
MEDINA	OTONIEL	FIREMAN	\$134.90
MELANSON	MARY-BETH	TEACHER	\$30,995.24
MERCADANTE	MARY	INSTRUCTIONAL AIDE	\$23,792.99
MERRILL	KELLY	SHAW SCHOOL SPED TEACHER	\$83,540.48
MESERVEY	ANN	HIGH SCHOOL GUIDANCE	\$77,107.34
MESERVEY	DANIELLE	SUB NURSE	\$6,267.84
MILLER	CHRISTINE	SENIOR TAX PROGRAM	\$454.50
MISTRETTA	JOHN	SHAW TEACHER	\$76,001.57
MITCHELL	CHARLES	SUB-CUSTODIAN	\$638.00
MITCHELL	JULIANNE	SENIOR WORKER	\$7,063.40
MOLNAR	ERIN	HS TEACHER	\$69,899.73
MONAHAN	KAREN	SENIOR WORKER	\$845.75
MONTANO	STEPHANIE	INSTRUCTIONAL AIDE	\$25,148.78
MOORE	SYDNEY	AFTERCARE AIDE	\$2,187.50
MORAN	COURTNEY	HIGH SCHOOL TEACHER	\$85,906.91
MORIN	CLAIRE	POLL WORKER	\$472.00
MORIN	JAMES	BOARD OF HEALTH INSPECTOR	\$2,550.00
MORIN	JOANNA	TEACHER HIGH SCHOOL	\$71,144.67
MORIN	SHERRIE	HIGH SCHOOL TEACHER	\$77,392.79
MOROSKI	JEAN	GENERAL CLERK	\$43,042.39
MORRIS	LAWRENCE	ELECTRICAL INSPECTOR	\$16,074.96
MORRISSEY	NEAL	FIREFIGHTER	\$232.35
MOSELEY	LYNN	POLL WOKERS	\$361.00
MOSELEY	PATRICK	COACH	\$2,231.00
MOUSSEAU	JAMES	POLL WORKER	\$479.50
MULLIGAN	NIKOL	GUIDANCE SECRETARY	\$33,001.29
MUNNS	LESLIE	HIGH SCHOOL TEACHER	\$91,121.46
MURPHY	MARY ANN	SUB TEACHER	\$4,400.00
MURRAY	ALICEN	CHEER COACH	\$5,875.00
MYERS	GREGORY	SUPERINTENDENT	\$159,133.60
NAFF	CHRISTOPHER	SELECTMAN	\$3,000.00
NAGELSCHMIDT	DONNA	SUBSTITUTE	\$520.00
NANNI	FERNANDO	SUBSTITUTE	\$18,355.75
NARKAWICZ	JOANN	CAFETERIA SUBSTITUTE	\$7,112.45
NASTASIA	KEITH	ACTING DPW DIRECTOR	\$29,795.50
NASUTI	JENNA	AFTERSCHOOL AIDE	\$1,152.25
NELSON	GARY C	SEWER COMMISSIONER	\$1,578.96
NELSON	JACKIE	SECRETARY	\$25,580.59
NEWHALL	LAURA	OCCUP. THERAPY - ELMWOOD	\$76,102.39
NEWLANDS	KEITH	FIREFIGHTER-CAPTAIN	\$11,489.41
NICHOLS	JUDITH	POLL WORKER	\$398.00
NICHOLS	SUSAN	SUBSTITUTE	\$8,612.50
NICHOLSON	ALBERT	FIREFIGHTER	\$2,642.09
NICHOLSON	JOHN	FIRE FIGHTER	\$1,641.48
NIETUPSKI	JENNIFER	SCHOOL COMMITTEE	\$2,434.92

NIEVES	BONNIE	HS SCIENCE TEACHER	\$72,484.33
NIEVES JR	ANGEL	POLL WORKER	\$115.50
NUGENT	JILL	INSTRUCTIONAL AIDE	\$8,291.93
O BRIEN	MARY F	SCHOOL DEPARTMENT CLERICAL	\$48,205.53
O'BRIEN	EILEEN	SUB TEACHER	\$1,211.00
O'BRIEN	NORA	SUMMER AIDE	\$626.24
O'BRIEN	RICHARD	SPECIAL POLICE	\$29,050.00
O'BRIEN	THERESE	POLL WORKER	\$849.00
O'CONNELL	THOMAS	FIREFIGHTER	\$2,022.42
O'CONNOR	JUDITH A	COA DIRECTOR	\$65,971.05
O'DONNELL	RYAN	SUB CUSTODIAN	\$49,842.62
O'LEARY	TIMOTHY	SPECIAL POLICE	\$4,800.00
OLIVEIRA	CYNTHIA	CAFETERIA - SUB	\$1,901.13
OLIVERI	NICOLE M.	POLICE OFFICER	\$136,888.26
ORDWAY	COURTNEY	INSTRUCTIONAL AIDE	\$21,077.38
OSTROSKY	ANDREA	TEACHER	\$27,935.69
OVERDEVEST	LAURA	ATHLETIC TRAINER	\$34,213.73
PADGETT	OLIVIA	SUB	\$23,651.36
PAGE JR.	EDWARD	SPECIAL POLICE	\$2,250.00
PALANO	SALVATORE	HIGH SCHOOL TEACHER	\$87,120.88
PALMER	LISA	FACILITATOR - ASA	\$1,117.50
PALUSES	DIANE M	K TEACHER- ELMWOOD	\$90,560.00
PAQUETTE	ANDREA	ADMIN ASST	\$48,442.39
PAQUETTE	ZACHARY	SEASONAL WORKER	\$2,184.00
PAQUETTE-RIORDAN	AMY	HEAD CLERK-DPW	\$42,447.30
PARENTEAU	DALE	HIGH SCHOOL ATTENDANCE CLERK	\$15,695.62
PASCIERI	LINDA	INSTRUCTIONAL AIDE	\$115.14
PASCIERI	MATTHEW	HIGH SCHOOL TEACHER	\$70,548.61
PASZKOWSKI	COLTON	FIRE FIGHTER	\$2,750.25
PAULHAUS	DREW	SEASONAL -DPW	\$2,616.00
PEARE	JEAN	SENIOR WORKER	\$831.50
PEARE	RAY P	FIREFIGHTER	\$8,499.37
PEDONE	JOHN	EQUIPMENT OPERATOR	\$63,586.21
PELLETIER	ROBERT	TOWN MECHANIC	\$61,767.55
PERKINS	PAMELA	NURSE-SHAW ELEMENTARY	\$75,721.57
PERVIER	JAMES	SPECIAL POLICE OFFICER	\$36,400.00
PETTINELLA	GREGORY	SPECIAL POLICE OFFICER	\$33,300.00
PEZANELLI	LORNA	INSTRUCTIONAL AIDE	\$7,332.45
PICARD	DELORES	AFTERCARE AIDE	\$3,200.05
PIERCE	LEAH	DISPATCHER	\$68,986.16
PIKTELIS	PAUL	BOARD MEMBER	\$2,500.00
PINE	KIMBERLY	HIGH SCHOOL TEACHER	\$85,771.91
PISCITELLI	JAMES L	LEAD- SEWER DEPT	\$83,968.40
PISCITELLI	LORI J.	SCHOOL DEPARTMENT CLERICAL	\$56,854.10
PISCITELLI	STEVEN	FIREFIGHTER-ASSIST CHIEF	\$16,195.27
PISCITELLI III	FRANK	POLICE OFFICER	\$125,499.25
PLANTE	E BERNARD	ELECTED BOARD OF ASSESS - TEMP	\$420.00

PLANTE	LAUREN	SUMMER SCHOOL TEACHER	\$2,202.63
PLATTS	BRENDA	SHAW SCHOOL TEACHER-5TH	\$74,558.94
POLISSACK	MICHELLE	ELMWOOD PHYS. ED TEACHER	\$76,518.57
POLSELLI	CHRISTOPHER	POLICE OFFICER	\$119,950.56
PONTBRIAND	JESSICA	SHAW SCHOOL TEACHER-4TH	\$85,509.11
POTHIER	GARY	SENIOR WORKER	\$663.50
POUSLAND	DEBRA	JUNIOR CLERK	\$18,291.24
POWERS	ELEANOR	POLL WORKER	\$379.00
PRATT	NATHANIEL	ON CALL FIREFIGHTER	\$5,098.97
PRIOR	NANCY	SCHOOL COMMITTEE MEMBER	\$324.54
PRIORE	AMANDA	INSTRUCTIONAL AIDE	\$25,066.26
PRUE	LORI A	PUBLIC SAFETY DISPATCHER	\$60,434.41
PRUNIER	LAURA	PART TIME DISPATCHER	\$71.40
PRUNIER	LEONILA	CUSTODIAN	\$20,178.23
PRZYBYLEK	CATHERINE	INSTRUCTUAL AIDE	\$24,876.56
PRZYGODA	CHLOE	HS TEACHER	\$74,474.04
PRZYGODA	GREGORY	TEACHER - HS	\$76,801.71
QUIGLEY	DEVYN	TEACHER	\$59,611.22
QUINN	DEVAN	HIGH SCHOOL TEACHER	\$56,888.23
RACINE	HELEN	TEACHER	\$78,033.00
RAFFA	ANDREW	FIREFIGHTER	\$1,914.43
RAWINSKI	DENNIS	PUBLIC LIBRARY CUSTODIAN	\$16,350.00
RAYMOND	DOUGLAS T.	SPECIAL POLICE	\$40,012.50
REARDON	CHARLES	SPECIAL POLICE OFFICER	\$12,437.50
REILLY	EMILIE	TEACHER - ELMWOOD-3RD	\$52,849.37
RENO	STEPHEN J.	HIGH SCHOOL TEACHER	\$91,658.49
REPEKTA	JENNIFER	CAFETERIA WORKER	\$16,693.58
REUMANN	JOHN	SEASONAL WORKER	\$1,728.00
REUMANN	KIMBERLY	LIBRARY/MEDIA CLERK	\$20,043.01
REYNOLDS	KATHARINE	SUBSTITUTE	\$1,040.00
RICHARD	KURT	SPECIAL POLICE OFFICER	\$42,725.00
RICHARDS	BUCKY	CUSTODIAN	\$56,752.28
RICHARDS	DEBRA M.	SCHOOL CUSTODIAN	\$52,646.01
RICHARDS	JULIE	ELMWOOD TEACHER- 1ST	\$76,457.14
RICHARDS JR	RAYMOND	TEACHER-HIGH SCHOOL	\$80,888.46
RICHARDSON	HEATHER	INSTRUCTIONAL AIDE	\$31,072.29
RICHER	CAMERON	DPW SUMMER HELP	\$7,134.00
ROBBINS	MITCHELL	FIREFIGHTER	\$1,280.00
ROBERTS JR	ROOSEVELT	SEASONAL WORKER	\$680.00
ROCHE	JOHN	AFTERCARE WORKER	\$5,382.50
ROCHE	MARY	SUB NURSE	\$6,522.08
RODRIGUEZ	JULIET	TITLE 2 TUTOR	\$20,175.00
ROE	BRUCE	INSTRUCTURAL AIDE	\$25,708.37
ROE	SARA	TEACHER	\$74,045.59
ROLLINS	JAMES	SHAW SCHOOL TEACHER-BAND	\$86,686.41
ROMANO	DIANE	TUTOR	\$34,273.50
ROMEO	CHERYL	CAFE - SUB	\$156.00

ROMEO	CYNTHIA	SCHOOL NURSE-ELMWOOD	\$71,772.74
ROTTMAN	ALLYSON	ELMWOOD TEACHER	\$66,245.98
ROUTHIER	PAUL	SENIOR WORK OFF	\$1,140.00
ROY	ADAM	FIREFIGHTER	\$1,961.29
RUCHO	TIMOTHY	HIGH SCHOOL TEACHER	\$83,575.15
RUDGE	DAVID	FIRE CHIEF	\$12,455.24
RUSHFORD	BRIDGET	AFTERCARE AIDE	\$7,488.30
RUSSELL	PAUL D	SPECIAL POLICE	\$24,820.00
RUSSO	KAYLEY	AFTERCARE WORKER	\$4,799.83
RUTKIEWICZ	STEPHEN	HIGH SCHOOL TEACHER	\$76,121.93
RYAN	JORDAN	SPECIAL POLICE OFFICER	\$28,687.50
SAINZ	DEANNA	SUBSTITUTE	\$68.50
SAMPSON	JOYCE	PUBLIC ACCESS ASST. DIRECTOR	\$40,875.90
SANTIAGO	CAREY	ELMWOOD TEACHER-3RD	\$76,382.39
SANTORO	KYLE	SPECIAL POLICE	\$11,170.78
SARRO	JILL	INSTRUCTURAL AIDE	\$37,094.02
SARFIELD	LINDA	POLL WORKER	\$361.50
SAUNDERS	EMILY	SUBSTITUTE	\$3,215.25
SAUNDERS	MARLA	ELMWOOD TEACHER	\$72,094.52
SAUNDERS, JR	JAMES	SUMMER HELP	\$1,872.00
SAVICKAS	MARY ELLEN	TEACHER-SHAW	\$42,818.60
SAWICKI	CHRISTINA	INSTRUCTIONAL AIDE	\$20,805.98
SCHIAVONE	ISABELLA	INSTRUCTIONAL AIDE	\$26,185.74
SCHIMKE	GLORIA	POLL WORKER	\$479.00
SCHOLD	JACQUELINE	GENERAL CLERK BOH	\$19,829.48
SCHONBERG	CHERYL	TEACHER SHAW ELEM	\$82,805.25
SCHONBORG	EVAN	AFTERCARE AIDE	\$6,030.99
SCHROEDER	DEBRA J	SHAW SCHOOL TEACHER-5TH	\$1,955.00
SCHULTZBERG	BRITTANY	SHAW TEACHER	\$58,569.27
SENECAL	MARIE	POLLWORKER	\$382.00
SERVANT	KEITH R.	SUMMER SCHOOL DIRECTOR	\$4,235.00
SETTLE	CHRISTOPHER	TEACHER - HIGH SCHOOL	\$71,846.91
SEYMOUR	DEBORAH	INSTRUCTIONAL AIDE	\$26,462.64
SHEA	DAWN	SPED TEACHER SHAW	\$77,975.28
SHELLEY	MEGAN	SAFETY OFFICER	\$3,560.00
SHENETTE-BUTZKE	KRISTEN	INSTRUCTIONAL AIDE	\$12,035.60
SHILINSKY	JASON	ASST LOCAL BLDG INSP	\$7,475.00
SHILINSKY	KATHLEEN	SENIOR WORKER	\$504.00
SIBLEY	RACHEL	ELMWOOD TEACHER	\$61,406.78
SIEBENHAAR	GORDON	FIREFIGHTER-ALARM LINEMAN	\$6,801.58
SIIMES	PATRICIA A	SHAW SCHOOL TEACHER-SPEECH	\$89,981.36
SILVER	ROBERT	FIREFIGHTER-CAPTAIN	\$14,274.18
SILVESTRI	RONALD	COACH - VARSITY BASEBALL	\$4,060.00
SINCLAIR	ALLYSON	SUB CAFE WORKER	\$156.00
SIRARD	MARYANNE	SENIOR WORKER	\$1,494.00
SLATER	CHRISTINE	HIGH SCHOOL TEACHER	\$88,820.84
SMARRA	CRISTINA	TEACHER	\$63,803.13

SMARRA	ELIZABETH	HIGH SCHOOL GUIDANCE	\$62,952.53
SMITH	LISA	PUBLIC SAFETY DISPATCHER	\$12,489.28
SMITH	MARY ANN	FIRE FIGHTER	\$1,065.50
SNELLINGS	EMMA	PLANNING INTERN	\$7,008.00
SPANG	PAUL	COACH	\$1,893.00
STACHURA	FRANK	FIREFIGHTER	\$7,399.03
STACHURA	FRANK	GRADE 4 ASSIT PLANT OPERATOR	\$90,281.03
STACHURA	STANLEY	PLOW DRIVER	\$2,854.63
STACHURA	STEPHEN	PLOW WORKER	\$285.00
STEAD	JERILYN	TEACHER/RETIREE/REGISTRAR	\$200.00
STEAD	RONALD	POLL WORKER	\$533.00
STEVENS IV	WILLIAM A.	FIREFIGHTER-LIEUTENANT	\$60.00
STODDARD	KAITLYN	CAFE SUB	\$897.00
STODULSKI	KATHRYN	ELMWOOD TEACHER- 1ST	\$84,345.45
STOUTT	ALEXANDRA	TEACHER	\$10,088.49
STRAPPONI	LISA	CAFETERIA SUB	\$14,642.57
STRINGHAM	PAUL	BUILDING INSPECTOR	\$80,898.29
STROM	MARK	FIREFIGHTER	\$5,319.25
SULLIVAN	AMY	TEACHER	\$59,406.78
SULLIVAN	MICHAEL	COACH	\$988.00
SULLIVAN	RYAN	HIGH SCHOOL TEACHER	\$84,477.47
SUNDEEN	KERRI	BUS OFF SECRETARY	\$625.00
SUTHERLAND	MICHAEL	POLICE OFFICER	\$68,216.56
SUTPHEN	MARK A	HIGH SCHOOL TEACHER	\$84,885.96
SUTPHEN	VICTORIA	TEACHER	\$40,678.00
SWANSON	ANN	HEAD CLERK-CONSERVATION	\$40,820.74
SWENSON	BRETT	HS INSTRUCTIONAL AIDE	\$32,526.18
SWENSON	SAMANTHA	COLOR GUARD	\$1,566.00
SWENSON JR.	WALTER	FIRE FIGHTER	\$5,126.74
TARALLO	SUSAN	HIGH SCHOOL TEACHER	\$85,801.15
TARASIAK	PAUL	SENIOR WORKER	\$870.00
TARCKINI	MICHAEL	POLICE OFFICER	\$109,062.90
TARKA	DIANNE	SUBSTITUTE	\$7,920.00
TARKA	MICHAEL	SHAW SCHOOL TEACHER-6TH	\$93,315.00
TEIXEIRA	ETHAN	CUSTODIAN - TEMP	\$160.00
TEIXEIRA	SUSAN	SCHOOL COMMITTEE	\$1,947.24
TEO CHAVARRIA	CATERIN	SUB-CUSTODIAN	\$1,716.00
THOMAS	SUSAN	SENIOR WORKER	\$316.00
THOMAS - DEBARI	COLEEN	TEACHER- SHAW	\$79,452.46
THOMPSON	ANNE	ASST PRINC- JR HIGH	\$100,420.00
THOMPSON	PATRICK	SUBSTITUTE	\$30,640.00
THURLOW	ABIGAIL	AFTER CARE AIDE	\$8,949.98
TIRADO	TERANIE	INSTRUCTIONAL AIDE	\$8,199.36
TOLLEY	TAYLOR	AFTERCARE WORKER	\$5,235.00
TOMINSKY	CHRISTINE	K TEACHER-ELMWOOD	\$77,689.85
TRAHAN	ELIZABETH	ELMWOOD SPEC ED TEACHER	\$77,344.33
TRAN	TANYA	CAFETERIA SUB	\$1,262.85

TRANTER	PAULINE	ASA WATER FASCILITATOR	\$592.50
TROTTIER	MAUREEN	HEAD CLERK-ASSESSORS	\$38,606.40
TUCCIO	ANDREW	ASSISTANT PRINCIPLE-SHAW	\$95,118.72
VAILLANCOURT	ANNA	SHAW SCHOOL TEACHER-4TH	\$83,650.13
VAILLANCOURT	MARISSA	AFTERCARE AIDE	\$1,595.00
VALERO	ELIZABETH	LIBRARY DIRECTOR	\$66,661.64
VALERY	GEORGE	ASSESSOR	\$2,520.00
VALINSKI	RONALD	SEALER	\$7,112.40
VALLEE	DAVID	SCHOOL CUSTODIAN	\$55,208.88
VANDERBRUG	ROBERT	EQUIPMENT OPERATOR #2	\$3,002.40
VANGOS	ANASTASIA	HS TEACHER	\$68,646.53
VANNI	ANDREW	FINANCE DIRECTOR	\$98,028.70
VENTURA-AUSTIN	CAROLYN	LONG TERM SUB	\$266.35
VIGNEAU	ELIZABETH	CLERK SHAW SCHOOL	\$39,010.17
VIGNEAU	LESLIE	SCHOOL COMMITTEE	\$1,622.70
VOKES	KATE	DIRECTOR OF PUPIL SERVICES	\$112,213.00
VOKES	KERI	TEACHER/SOCIAL WORKER HS	\$82,358.88
VORCE	MAKAYLA	AFTERCARE AIDE	\$2,490.00
VULTER	CAROL	ASA WATERS FACILITATOR	\$724.25
WALL	KRISTIN	SCHOOL DEPARTMENT CLERICAL	\$43,582.19
WARD	CARL J	LEAD - HIGHWAY DEPART	\$69,667.66
WARPULA	ANDREA	POLICE OFFICER	\$113,658.73
WARREN	CHRISTINE M.	HIGH SCHOOL TEACHER	\$97,250.06
WATTERS	JOHN	TEACHERS AIDE	\$26,295.79
WEAGLE	ABIGAIL	AFTERCARE AIDE	\$1,379.20
WEAGLE	LORI	AFTER CARE	\$6,968.44
WEBB	JACOB	POLICE OFFICER	\$57,736.62
WEBBER	COURTNEY	TEACHER	\$11,510.47
WELCH	JENNIFER	CAFETERIA SUB	\$21,943.71
WESTERLIND	AMANDA	SPECIAL ED SECRETARY	\$28,635.68
WHEELER	MEGAN	TEACHER-ELMWOOD -2ND	\$74,528.23
WHELPLEY	KELSEY	TEACHER- HS	\$57,886.00
WHITE	ARMAND	BOARD OF HEALTH INSPECTOR	\$2,550.00
WHITE	DOLORES	AFTERCARE AIDE	\$3,327.34
WHITE	STEVEN	SENIOR WORKER	\$1,462.00
WHITE	THOMAS	BAND	\$659.00
WHITSON	BRENDAN	TEACHER AIDE	\$1,468.04
WILBUR	CHRISTOPHER	SCHOOL COMMITTE/SUB TEACHER	\$2,027.24
WILBUR	JULIE	INSTRUCTIONAL AIDE	\$24,065.80
WILLIAMS	SUZANNE	SUBSTITUTE	\$6,841.00
WILLIAMSON	CATHERINE	SHAW SCHOOL GUIDENCE	\$83,030.47
WILSON	JAMIE	ELMWOOD SPEECH TEACHER	\$84,437.92
WOELLER	JARROD	POLICE OFFICER	\$115,598.08
WOJCIK IV	JOHN	DISPATCHER	\$3,059.76
WOJNAR	MARK	SPECIAL POLICE OFFICER	\$25,200.00
WOLL	MACKENZIE	SUBSTITUTE	\$5,160.00
WOOD	VERONICA	POLL WORKER	\$678.00

WOODS	KEVIN	SPECIAL POLICE OFFICER	\$9,850.00
WOOL	MARIE-ELLEN	SCHOOL CUSTODIAN	\$23,629.00
WRIGHT	MATTHEW	TEACHER AIDE	\$50,208.52
WYSOTE JR	DONALD	ON-CALL FIREFIGHTER	\$4,744.23
YAGHOOBIAN	MARYANN	INSTRUCIONAL AIDE	\$33,772.92
YASKIS	JOSEPH	SHAW SCHOOL TEACHER-6TH	\$86,834.78
YOUNG	BARBARA	TEACHER AIDE/CAFE	\$19,312.68
YOUNG	NANCY	EARTH REMOVAL BOARD CLERK	\$3,555.00
ZDONCZYK	CHEYANNE	AFTERCARE AIDE	\$2,552.50
ZDONCZYK	SHERRY	AFTERCARE	\$2,540.20
ZIMAGE	JAMES	SUBSTITUTE	\$255.00

To the Honorable Board of Selectmen, Town Manager, and the Citizens of
The Town of Millbury

Bank Balance @ 07/01/18		\$18,184,547.48	
Receipts 07/01/18- 06/30/19		59,227,067.86	<u>\$77,411,615.34</u>
Bank Balance @ 07/01/19		\$20,053,698.26	
Payables 07/01/18 - 06/30/19	\$	32,651,142.11	
Payroll 07/01/18 - 06/30/19		\$24,706,774.97	<u>\$77,411,615.34</u>
			\$0.00

Earnings on Investments:

Interest Income-General Fund		\$38,484.13	
Interest Sewer Stabilization		\$40,321.80	
Interest Income-Sewer Enterprise		\$4,538.69	
Interest Income-Stabilization Fund		\$2,767.51	
Interest Income-Trust Funds		\$985.42	
Interest Income-Surety bonds		\$1,046.57	
	Total Earnings		<u>\$88,144.12</u>

Tax Title Collections:

		\$45,561.05	
Tax Liens Redeemed		\$175,926.91	
Tax Title Interest & Fees			
	Total Collected		<u>\$221,487.96</u>

Respectfully submitted,

Denise Marlborough, CMMT/CMMC
Town Treasurer/Collector

**TOWN REPORT-2019
TOWN COLLECTOR**

YEAR	CLASSIFICATION	BALANCE FORWARDED	COMMITTED	REFUNDED TRANSFER OR ADJUST	COLLECTED	ABATED LIENED OR APPORT.	TAX TITLE AND/OR LITIGATION	BALANCE TO COLLECT
2015	MOTOR VEHICLE EXCISE	\$451.56	\$0.00	\$0.00	\$451.56	\$0.00	\$0.00	\$0.00
2014	MOTOR VEHICLE EXCISE	\$525.62	\$0.00	\$0.00	\$525.62	\$0.00	\$0.00	\$0.00
2013	MOTOR VEHICLE EXCISE	\$80.00	\$0.00	\$0.00	\$80.00	\$0.00	\$0.00	\$0.00
2012	MOTOR VEHICLE EXCISE	\$198.02	\$0.00	\$0.00	\$198.02	\$0.00	\$0.00	\$0.00
2011	MOTOR VEHICLE EXCISE	\$178.13	\$0.00	\$0.00	\$178.13	\$0.00	\$0.00	\$0.00
2010	MOTOR VEHICLE EXCISE	\$28.75	\$0.00	\$0.00	\$28.75	\$0.00	\$0.00	\$0.00
2009	MOTOR VEHICLE EXCISE	\$46.25	\$0.00	\$0.00	\$46.25	\$0.00	\$0.00	\$0.00
2008	MOTOR VEHICLE EXCISE	\$128.54	\$0.00	\$0.00	\$128.54	\$0.00	\$0.00	\$0.00
2007	MOTOR VEHICLE EXCISE	\$19.26	\$0.00	\$0.00	\$19.26	\$0.00	\$0.00	\$0.00
2006	MOTOR VEHICLE EXCISE	\$50.00	\$0.00	\$0.00	\$50.00	\$0.00	\$0.00	\$0.00
1994	MOTOR VEHICLE EXCISE	\$110.00	\$0.00	\$0.00	\$110.00	\$0.00	\$0.00	\$0.00
1993	MOTOR VEHICLE EXCISE	\$165.00	\$0.00	\$0.00	\$165.00	\$0.00	\$0.00	\$0.00
1990	MOTOR VEHICLE EXCISE	\$56.25	\$0.00	\$0.00	\$56.25	\$0.00	\$0.00	\$0.00
1989	MOTOR VEHICLE EXCISE	\$96.15	\$0.00	\$0.00	\$96.15	\$0.00	\$0.00	\$0.00
1988	MOTOR VEHICLE EXCISE	\$81.25	\$0.00	\$0.00	\$81.25	\$0.00	\$0.00	\$0.00
1987	MOTOR VEHICLE EXCISE	\$81.67	\$0.00	\$0.00	\$81.67	\$0.00	\$0.00	\$0.00
1986	MOTOR VEHICLE EXCISE	\$112.50	\$0.00	\$0.00	\$112.50	\$0.00	\$0.00	\$0.00
1985	MOTOR VEHICLE EXCISE	\$15.00	\$0.00	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00
1984	MOTOR VEHICLE EXCISE	\$2.49	\$0.00	\$0.00	\$2.49	\$0.00	\$0.00	\$0.00
2016	BOAT EXCISE	\$15.00	\$0.00	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00
2015	BOAT EXCISE	\$15.00	\$0.00	\$0.00	\$15.00	\$0.00	\$0.00	\$0.00
2012	BOAT EXCISE	\$25.00	\$0.00	\$0.00	\$25.00	\$0.00	\$0.00	\$0.00
2011	PERSONAL PROPERTY	\$141.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$141.70
2012	PERSONAL PROPERTY	\$392.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$392.06
2013	PERSONAL PROPERTY	\$849.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$849.98
2014	PERSONAL PROPERTY	\$1,963.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,963.84
2015	PERSONAL PROPERTY	\$1,401.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,401.32
2015	MOTOR VEHICLE EXCISE	\$10,151.48	\$0.00	\$215.21	\$483.95	\$9,882.74	\$0.00	\$0.00
2015	PERSONAL PROPERTY	\$23,064.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,064.89
2016	MOTOR VEHICLE EXCISE	\$14,610.65	\$0.00	\$2,452.53	\$3,262.50	\$2,562.33	\$0.00	\$11,238.35
	BOAT EXCISE	\$70.00	\$0.00	\$0.00	\$0.00	\$70.00	\$0.00	\$0.00
2017	REAL ESTATE	\$4,880.99	\$0.00	\$0.00	\$2,071.72	\$0.00	\$0.00	\$2,809.27
	SEWER USE ON REAL ESTATE	\$417.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$417.09
	SUPPLEMENTAL REAL ESTATE	\$2,750.29	\$0.00	\$0.00	\$2,750.29	\$0.00	\$0.00	\$0.00
	PERSONAL PROPERTY	\$19,558.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,558.89
	MOTOR VEHICLE EXCISE	\$44,511.02	\$0.00	\$1,853.27	\$26,131.50	\$2,288.87	\$0.00	\$17,943.92
	SEWER USE	193.75	0.00	0.00	0.00	0.00	193.75	\$0.00
	BOAT EXCISE	168.00	0.00	0.00	25.00	65.00	0.00	\$78.00

2018	REAL ESTATE	222622.22	5294.29	1124.43	201997.67	0.00	14360.96	\$12,682.31
	SEWER APPORTIONMENT	1258.00	0.00	0.00	1258.00	0.00	0.00	\$0.00
	COMMITTED INTEREST	489.86	0.00	0.00	489.86	0.00	0.00	\$0.00
	SEWER USE ON REAL ESTATE	18738.40	0.00	59.42	16917.41	0.00	1313.22	\$567.19
	SUPPLEMENTAL REAL ESTATE	47499.18	28805.63	49.51	65902.74	0.00	5418.16	\$5,033.42
	PERSONAL PROPERTY	19551.26	0.00	121.92	2769.90	0.00	0.00	\$16,903.28
	MOTOR VEHICLE EXCISE	201967.46	238434.92	23554.75	381484.26	29337.18	0.00	\$53,135.69
	SEWER USE	332814.92	0.00	0.00	72928.44	3501.59	255956.06	\$428.83
	BOAT EXCISE		7538.00	135.67	3659.67	3731.00		\$283.00
2019	REAL ESTATE		24466490.95	45645.59	23875409.14	225810.11	204247.07	\$206,670.22
	SEWER APPORTIONMENT		125692.99	0.00	122147.99	0.00	2085.00	\$1,460.00
	COMMITTED INTEREST		58255.54	0.00	56272.89	0.00	1093.85	\$888.80
	SEWER USE ON REAL ESTATE		287956.91	0.00	245928.20	0.00	16514.48	\$25,514.23
	SUPPLEMENTAL REAL ESTATE		183715.69	3523.83	121462.26	0.00	0.00	\$65,777.26
	PERSONAL PROPERTY		1960327.87	3538.76	1941596.51	398.63	0.00	\$21,871.49
	MOTOR VEHICLE EXCISE		2203200.30	28292.62	1896573.58	75454.86	0.00	\$259,464.48
	SEWER USE		2638081.03	7641.05	2294740.29	34652.84	0.00	\$316,328.95
	TOTALS	\$972,548.69	\$32,203,794.12	\$118,208.56	\$31,338,745.21	\$387,755.15	\$501,182.55	\$1,066,868.46

CERTIFICATE FOR DISSOLVING BETTERMENTS - \$176.00

MUNICIPAL LIENS - \$20,200.00

BUILDING DEPARTMENT



The Building Inspector, is appointed annually by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts State Building Code, 780 CMR, under the Provisions of Mass. General Laws Chapter 143. Our Assistant Local Building Inspector is Jason Shilinski.

The Building Inspector administers and enforces Appendix D, Zoning, of the Millbury Town By-Laws (Appendix D, Articles 1 through 5, inclusive, of the Millbury Town By-Laws), and also is appointed as Fence viewer under Mass. General Laws Chapter 49.

The Wiring Inspector, Larry Morris and his Assistant George Duhamel are appointed annually by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts Electrical Code, 527 CMR 12.00 under the provisions of the Massachusetts General Laws, Chapter 143, Section 31, annotated.

The Plumbing & Gas Inspector, Gregory Gauthier and his Assistants Brian Gasco and Alex D'Alessandro are appointed by the Millbury Town Manager (Millbury Town Charter) to administer and enforce the Massachusetts State Plumbing Code 248 CMR 2.00 and the Massachusetts Fuel Gas Code, 248 CMR 3.00 through 8.00 under the provisions of Massachusetts General Laws, Chapter 142, Section 13, annotated.

Building, Wiring, Plumbing & Gas Permit Applications, including Signage Permits, and Zoning Determination Requests are now available through our Online Permitting System that commence on June 15, 2018. Residents and users alike can visit the Town Building Department website click on online permit task button. Create your permit and you can pay from your home, office or on the go at your convenience. A computer kiosk is available in hallway at the Municipal Office Building, 127 Elm Street for those who do not have a computer or are not Tech savvy. Building Department staff will gladly assist you through the process. The office is open Monday through Friday from 8:30 AM to 4:30 PM. Building Inspector is available on Tuesday evenings by appointment.

Permit Activity			
Building Permits	528	Plumbing Permits	270
Single Family Homes	35	Gas Permits	197
Town House Units	14	Electrical Permits	419
New Commercial Bldg.	7		
Multi-Family Bldgs.	5		

Respectfully submitted,

Paul F. Stringham, Building Commissioner, Zoning Enforcement Officer, Fence Viewer

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works manages and maintains the following budgetary units:

- Administration
- Highway
- Cemeteries
- Parks & Playgrounds
- Sewer
- Transfer Station
- Tree Warden
- Snow & Ice
- Fuels
- Street Lighting
- Dams
- Stormwater (MS4 Permit Compliance)
- Coordination of Engineering Services for the McCracken Road TIP Project

Administration

From October 2018 through June 30, 2019, the department has added additional employees and improved to provide more production and confidence in all levels of the work force. The administration consists of two (2) Administrative Clerks, providing services for the highway, cemetery, parks and sewer divisions along with a DPW Supervisor.

Highway

The Highway division is responsible to maintain approximately 71 miles of town roads and public ways including, sidewalks, dams, road side mowing, street sweeping, catch basins, line painting, storm water drainage, signs, traffic signals, street light outages, trees, debris, Veterans' monuments and snow and ice operations and additionally the supervision of the engineer services for the McCracken Road TIP Project and engineer services for the Downtown Revitalization Project. The staff for the highway consists of a General Foreman, Working Foreman, Heavy Equipment Operator III, five (7) Laborers/Equipment Operator II and one Mechanic. This past fiscal year the highway department was operating without the services of three (2) full time positions for more than half of the year. The daily needs of filling potholes, road side debris, drainage repairs, structure repairs, street sweeping are just a few of the responsibilities for the department. The department developed a roads improvement plan and contracted services for over 19 miles of road preservation work and paved over 5 miles of roads. Additionally, the towns' mechanic provides maintenance and repairs to all DPW vehicles, equipment, Police vehicles and Fire vehicles and equipment.

DEPARTMENT OF PUBLIC WORKS

Cemetery

The operations and maintenance for the cemetery division is staffed by one (1) full time Working Foreman and had the services of four (4) seasonal summer workers. The work force is responsible for the overall appearance of the cemeteries which includes mowing, trimming, brush clearing, road clearing, cleaning, Veteran marker installation, grave mark outs and head stone re-adjustments.

Parks & Playgrounds

The Parks and Playgrounds division is staffed by one (1) full time Working Foreman which is the same Foreman for the cemetery and the same seasonal workers which maintains the Washington St. Park (Massachusetts State Finals for Little League held at this location), Greenwood St. Park, Jacques Park, East Millbury Park and the Millbury Ave. Tot lot. Included in the parks are five (5) baseball fields and soccer fields. Additionally, included in the maintenance are the town common, Asa Waters and the Town Library. The Washington Street basketball courts were recently redone thanks to Millbury Savings Bank.

Sewer

The Sewer division is operated and maintained by three (3) operators, one (1) working foreman, two (2) plant operators and one (1) summer worker. They are responsible for the operations, maintenance and repairs for over fifty (50) miles of sewer mains, fifteen (15) pumping stations, 3,600 sewer connections, new development inspections and mark outs for dig safes for all other utility excavations. The main pumping station is permitted and has a capacity for approximately 10,000,000 gallons per day and the average daily flow is a little over 1,000,000 gallons per day.

Transfer Station

The Transfer station is staffed by one (1) Working Foreman and one (1) equipment operator. All trash is hauled to Wheelabrator and used as renewable energy. The recycling continues as a zero-sort method with services provided by Casella.

Tree Warden

The Tree Warden is responsible for all trees in public ways, identifies town owned or private entity for the removal of deceased trees, broken limbs, low lying branches and coordinates with the power company for any unsafe conditions. The majority of tree work is performed by an outside contractor as well as any stump grinding that is scheduled through the DPW Department.

Snow and Ice

All DPW divisions are included in snow and ice operations and outside contractor services are utilized when snow amounts are greater than 3", which requires snow plowing. The town currently has six (8) spreaders on dump trucks to de-ice and pre-treat the roads. This past winter highway joined a consortium for salt with 18 towns.

DEPARTMENT OF PUBLIC WORKS

Fuels

The fuel station is located at 135 Providence St and provides both regular and diesel fuel for all DPW vehicles, equipment, Police, Fire and the Senior buses. The DPW mechanic maintains and monitors fuel consumption and schedules deliveries.

Street Lighting

The Department coordinates the maintenance and repairs of outages and necessary repairs with NGRID throughout the town. Recently all the towns' street lights were retrofitted with low wattage LED lights and funded through a grant. The maintain of these lights are the responsibility of the DPW and an outside contractor is utilized for the replacement of all bulbs.

Dams

The Highway division operates the valve for the levels of Rams Horn Dam, installs planks at Dorothy Pond, Brierly Pond and Singletary Lake. Generally, the valves are opened and planks installed in the first week of April to increase the levels and opened/removed in late September early October to reduce the levels.

Stormwater

The Highway division maintains all of the towns' drainage system, including the mains, catch basins, swales and culverts. The division has been repairing structures and improving drainage issues to help prevent flooding and road failures. All towns fall under the MS4 required permit and must perform certain repairs and develop a storm water improvement plan to be in compliance with DEP. Filings have been submitted and an improvement plan is ongoing.

I personally want to thank all of the DPW workers and clerks for all of their hard work and dedication to the department to help provide services to the community in the absence of a DPW Director. We have reestablished confidence in all our abilities to perform and rebuild the infrastructure one day at a time.

Thank you,

Keith Caruso
DPW Supervisor

BOARD OF ASSESSORS

To the Honorable Board of Selectmen and the Citizens of the Town of Millbury, we hereby submit our Annual Report for the Fiscal Year ending June 30, 2019.

The Board of Assessors held seventeen (17) meetings and the attendance was as follows:

Members	Present
Jude T. Cristo	17
George R. Valery	12
*Joseph F. Coggans, Jr.	*8
*Bernard Plante (Interim)	*5
*Jonathan M. Cammuso (Newly Elected)	*3

*With the sudden passing of member and long-time resident Joe Coggans in January, members of the Board of Selectman were requested by the Board of Assessors to appoint an interim member to fill that vacancy. Bernie Plante, a former Town Selectman, was nominated and appointed to fill that role until the upcoming election in April. After the town election, the Board of Assessors welcomed its newest member, Jonathan M. Cammuso.

The Board of Assessors, along with the Millbury Assessing staff, is responsible for the administration of all laws relative to taxation as outlined by M.G.L. Chapter 59 - Assessment of local taxes. Assessment administration includes providing assistance to taxpayers regarding questions related to the value of real and personal property, motor vehicle and boat excise, and ownership verification. The office is also charged with valuing all properties annually, analyzing changes in the market and updating all changes that have occurred through sales verification and building permits (New Growth). This New Growth plays a crucial component in the Town's annual levy calculation.

The Board of Assessors also oversees the determining of fair market value of all town property. This information is essential for establishing the annual tax rate recapitulation (RECAP). After review and approval by the Board of Selectmen, the Recap is then submitted to the Massachusetts Department of Revenue for their approval. This demonstrates to the state that the town has a balanced budget. Below is breakdown of the RECAP for FY19:

BOARD OF ASSESSORS

**RECAPITULATION SHEET FOR TAXATION
FISCAL YEAR 2019**

Total initial appropriations:	\$41,544,543.00
Total appropriations to be taken from available funds:	296,306.00
Total appropriations to be taken from Sewer Enterprise	2,561,533.00
<u>Total appropriations to be taken from Free Cash</u>	<u>1,501,000.00</u>
Total Appropriations:	\$45,903,382.00

Offsets to Cherry Sheets:		
School Lunch Programs:	-0-	
Public Libraries:	<u>17,986 .00</u>	17,986.00

Amounts certified for tax title purposes:	27,000.00
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Snow & Ice Deficit	217,412.39
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Other Local expenditures to be raised:		
Central Mass. Regional Planning	3,705.00	
Prior year's Deficit	<u>-0-</u>	3,705.00

County Tax	558,877.00
<u>Overlay</u>	<u>505,311.94</u>
TOTAL AMOUNT TO BE RAISED	\$47,233,674.33

ESTIMATED FUNDS AND OTHER REVENUE SOURCES

Estimated Receipts from the State	9,454,153.00
Available Funds	296,306.00
Free Cash to Reduce Rate	1,501,000.00
Enterprise Fund	<u>3,857,603.00</u>
TOTAL OTHER REVENUE SOURCES	\$15,109,062.00

LOCAL ESTIMATED RECEIPTS:

Motor Vehicle Excise	1,900,000.00
Other Excise	312,000.00
Penalties & Interest on taxes & excise	60,000.00
Payments in Lieu of taxes	2,270,000.00
Charges for Services trash disposal	92,000 .00
Fees	99,000.00
Cannabis Impact Fee	20,000.00
Rentals	3,000.00
Departmental Revenue – Schools	4,000.00
Departmental Revenue-Libraries	-0-
Other departmental revenue	123,700.00
Licenses & Permits	495,053.00
Fines & Forfeits	60,000.00

BOARD OF ASSESSORS

Investment Income	20,000.00	
Medicaid Reimbursement	160,000.00	
Miscellaneous recurring	0.00	
Miscellaneous non-recurring	<u>81,000.00</u>	
TOTAL OF LOCAL ESTIMATED RECEIPTS		\$ 5,699,753.00
 TOTAL AMOUNT TO BE RAISED		 \$47,233,674.33
TOTAL ESTIMATED RECEIPTS & OTHER REVENUE SOURCES		\$20,808,815.00
 TOTAL REAL ESTATE VALUE	1,543,503,564	\$24,464,531.49
TOTAL PERSONAL PROPERTY VALUE	123,679,990	\$1,960,327.84
TOTAL VALUE OF TOWN	1,667,183,554	(Total Taxes raised) \$26,424,859.33

The Board of Assessors also reviews all real and personal property abatement and exemption applications filed by property owners. Exemptions are a reduction in taxes due to a particular personal circumstance and/or qualification set forth in the Massachusetts General Laws. The burden is on the applicant to show that he or she falls within the expressed terms of the exemption provision. Exemptions are granted for one year only and an application must be filed to receive the exemption each year. Below is a breakdown of the applications received and approved by the office in FY19:

Exemption applications granted:

Clause 17	Elderly/Widow	(5)
Clause 18	Hardship	(2)
Clause 22	Veterans 10-99%	(72)
Clause 22B	Veterans Blind	(1)
Clause 22E	Veterans 100%	(38)
Clause 37	Blind	(10)
Clause 41	Senior	(62)
		190 Total

Respectfully submitted,

Jude Cristo

George R. Valery

Jonathan M. Cammuso

BOARD OF APPEALS

TO THE HONORABLE BOARD OF
SELECTMEN AND CITIZENS OF MILLBURY:

Fiscal Year: 2019

The Board is comprised of five members and one alternates. They are as follows:

Chairman, Ken Perro

Vice Chairman, Daniel Mezynski

Clerk, Robert Simmarano

Harold Proodian

Michael Georges

Alternates:

N/A

The Board's powers are as follows:

To hear and decide applications for Special Permits, upon which the Board is empowered to act based on Chapter 40A, 40B, and 41 of the General Laws, and to hear and decide appeals or petitions for Variances for use with respect to particular lands or structures.

Respectfully submitted,

Ken Perro

Ken Perro, Chairman
Board of Appeals

Nancy Young
BOA Secretary

THE PLANNING BOARD

To the Honorable Town Manager, Board of Selectmen and The Townspeople of Millbury: as members of the Millbury Planning Board we respectfully submit our Annual Report for Fiscal Year 2019.

A total of eighteen (18) meetings were held in Fiscal Year 2019. Attendance for the Planning Board meetings was as follows:

<u>Members</u>	<u>Present</u>	<u>Absent</u>	<u>Total</u>
Richard Gosselin, Chairman	18	0	18
Paul Piktelis, Vice-Chair	18	0	18
Mathew Ashmankas, Clerk	17	1	18
Michael Georges, Member*	13	1	14
Terry Burke Dotson, Member	18	0	18
Bruce DeVault, Member*	4	0	4

*Member for partial year

APPROVAL NOT REQUIRED PLANS

There were five (5) plans filed under Chapter 41, Section 81P of the Massachusetts General Laws, Approval Not Required (ANR), during Fiscal Year 2019 for Stone Road, 1A-4A West Main Street/McGrath Road, Lot 6A & Parcel A McGrath Road, 85/93 Fitzpatrick Road, and West Main/Beach Street. These plans represent a division of land with adequate frontage on existing ways as required by the Millbury Zoning Bylaws.

DEFINITIVE SUBDIVISION PLANS

One (1) application was filed for a Definitive Subdivision enabling a land swap between 85 and 87 Sycamore Street. Although the properties are located along an existing public way, one property was land-locked so it did not meet the requirements of an Approval Not Required Plan. The Planning Board was able to approve the lot line change after the property obtained a frontage variance from the Board of Appeals.

At the property owner's request, the Board issued a Certificate of Rescission for the Definitive Subdivision entitled "Dryden Estates Definitive Subdivision Plan, 124 Grafton Street, Millbury, MA" dated September 2, 2007, revised January 14, 2011, prepared by Land Planning Inc. This definitive subdivision approval created one additional building lot with frontage along a proposed roadway. By rescinding the approval, the proposed roadway and additional lot were combined with 124 Grafton Street to create one large lot.

SPECIAL PERMITS, SITE PLAN REVIEW & STORMWATER MANAGEMENT PERMITS

As specified in the Zoning Bylaws and Chapter 13.15 of the Millbury Municipal Code, there are a number of land use proposals that trigger the need for a Special Permit, Site Plan Review and/or a Post-Construction Stormwater Management Permit. The Zoning Bylaw and Municipal Code specify the criteria the Planning Board uses for issuing these approvals. Essentially, the Board bases its decisions on the Board's analysis of extensive technical materials as well as the applicant's ability to mitigate potential harmful impacts to abutters, the community at large, and the environment. Below is a summary of the various permits and site plan approvals applied for during the fiscal year, and the Board's decisions:

Site Plan Review and Post-Construction Stormwater Management Permits: Six (6) applications were filed under the Zoning Bylaws (Section 12.4, Site Plan Review) and the Millbury Municipal Code (Chapter 13.15, Post-Construction Stormwater Management Permit): 333A Southwest Cutoff (United Material Management), 276 West Main Street (Syncarpha Solar LLC), 1 Latti Farm Road (Discover Marble & Granite), 3 Colton Road (Next Grid Colton LLC), 7 Colton Road (Next Grid Colton LLC), and 34 Grafton Street (34 Grafton Street Realty, LLC).

Multifamily Dwelling Special Permit: Two (2) applications were filed under this section of the Zoning Bylaw and approved, with conditions, for 150/152 West Main Street (2 duplex structures) and 9 West Street (1 garden-style apartment building accommodating 12 dwelling units). These applications also received Site Plan Approval and Post-Construction Stormwater Management Permits.

Accessory Dwelling Special Permits: Three (3) applications were filed under this section of the Zoning Bylaw and approved, with conditions, for 10 Washington Street, 4 Woodbridge Road and 191 Wheelock Avenue.

Major/Minor Modifications to a Special Permit: The Board approved minor modifications to the solar farm at 442 Greenwood Street and Natures Remedy at 266 North Main Street Extension.

CURRENT ISSUES

In fall 2017, the Planning Board hired a consultant team led by BSC Group, Inc. and including subconsultants Barrett Planning Group, LLC and Community Circle to guide us through Phase 2 of the master planning process. The Master Plan Committee, which was appointed by the Board of Selectmen, consisted of unaffiliated residents and representatives from key municipal departments, boards and committees. The Master Plan Committee provided their professional expertise, guidance and support to the consultant team. Phase 2 of the master planning process focused on identifying what the community "has" in the form of an inventory and assessment of existing conditions. These were examined in terms of: housing, economic development, natural and historic resources, open space and recreation, traffic and circulation, land use, demographics, public facilities and services. Finally, an implementation plan was developed that outlines the

steps necessary to take Millbury from where we are in terms of existing resources (as described in the inventory) to where we want to go (as described in the vision and set of goals developed in Phase I). The implementation plan is comprised of action steps, key responsible parties, possible partners, needed policy changes, and potential funding sources for implementation. The final version of the Master Plan was completed in summer 2019 after being approved by the Planning Board on June 17, 2019, subject to minor modifications. The Executive Summary and the final version of the Master Plan, including appendices, can be viewed for free on-line via the Master Plan Committee webpage (<https://www.millbury-ma.org/master-plan-committee>) or at the Millbury Public Library. These documents are available for purchase through the Town Clerk's Office.

The Department of Planning & Development benefitted from the assistance of a graduate school intern, Emma Snellings, from UMASS Boston for several months during the fiscal year. She was dedicated to updating our 2008 Open Space & Recreation Plan, which expired in 2013. A valid Open Space & Recreation Plan is a prerequisite for applying for a host of grants offered by the Massachusetts Division of Conservation Services. These grants assist municipalities with parks projects, trail development, acquisition of open space, and the preservation of conservation land. Unfortunately for Millbury, Emma secured a full-time professional planning position prior to the completion of this document. The department hopes to complete the update in FY 20.

Development of an updated computer mapping system of town-wide data continued to be a focus in FY 19. Zoning-based parcel maps are available online via the Assessor's department webpage on the municipal website.

The Planning Board continues to monitor residential, commercial and industrial developments that are under construction.

The Planning Board facilitated the process of accepting roadways within Casa Verde Village (Nightview Place and portions of Skyview Drive and Westview Avenue) as public ways, and subsequent action by the Selectboard to finalize the acceptance and the recording of deeds.

* * * * *

The Millbury Planning Board holds its regular meetings on the second and fourth Mondays of each month. One meeting per month is generally scheduled in July and August. These meetings are televised live on Charter cable channel 11 and Verizon cable channel 26. Concerned citizens are invited to attend and anyone wishing to meet with the Board should call the Planning Department at the Municipal Office Building to make arrangements. The Planning Board encourages public participation in every element of the planning process. The Planning Director is available during regular business hours to meet with the public to address any planning issue.

CONSERVATION COMMISSION

To the Honorable Selectmen and the Citizens of Millbury:

We hereby submit the report of the Conservation Commission for the Fiscal Year 2019.

The Commission welcomed a new member in January, Sarah Hoecker.

The Commission held 17 meetings and the attendance was as follows:

	Present	Absent
Donald Flynn, Chairman	10	7
Ron Stead, Vice-Chair	16	1
Paul DiCicco, Member	14	3
Anthony Cameron, Member	13	4
Sarah Hoecker, Member	9	0

The following is a list of activities done by this Conservation Commission:

Notice of Intent	19
Request for Determination of Applicability	5
Abbreviated Notice of Resource Area Delineation	1
Certificate of Compliance	17
Extension Permits	1
Amendments	2
Enforcement Orders	2
Emergency Certifications	4

The Millbury Conservation Commission is responsible for administering the Massachusetts Wetlands Protection Act, M.G.L. Chapter 131, Section 40, as it relates to issues in the Town of Millbury. The Act set forth a public review and decision-making process by which activities affecting areas Subject to Protection are to be regulated in order to contribute to the following interests:

Public and private water supply, protection of ground water supply, flood control, storm damage prevention, prevention of pollution, protection of land containing shellfish, protection of fisheries and protection of wildlife habitat.

Areas that are subject for review under the Wetlands Protection Act include the first 200 feet from the edge of a perennial stream referred to as “riverfront area” as well as the first 100 feet from a vegetated wetland or bank stream referred to as “buffer zone”. A permit must be obtained from the Conservation Commission before any work begins within the resource areas and the 200 or 100 foot buffer zones. Some projects that were reviewed by Conservation in fiscal 2018 included residential developments, solar arrays, construction of garages, additions and upgrades to properties along ponds and lakes.

CONSERVATION COMMISSION

There are over 520 acres of Conservation Land managed by the Conservation Commission in the Town of Millbury, some with accessible recreational trails. Land that is owned by the Town's Conservation Commission is considered protected. Its future as open space is assured. The protection of Millbury's open space resources is crucial because these landscapes help define the character of Millbury and reflect its past, provide crucial habitat for a diversity of wildlife and recreation opportunities for people, preserve the quality and quantity of Millbury's water resources, and absorb stormwater to reduce flooding.

In addition, the Conservation Commission is interested in managing its lands to create healthier forests. By actively managing forests, the Conservation Commission is able to limit the spread of invasive species, create alternative habitats, construct a network of well-defined trails, and raise money to purchase additional conservation land and maintain existing resources.

The Commission participated in Student Government Day on December 7, 2018, interacting with Millbury High Students to explain the roles, responsibilities and projects that come before the Commission. We look forward to continued success and would like to thank all those who made this event possible. Civic groups and volunteers willing to help maintain or establish new trails are always welcome and greatly appreciated.

The Conservation Commission continues to encourage all to use the Town's Conservation areas for passive recreation such as hiking, biking and bird watching. The Police Department should be notified if the use of A.T.V. vehicles is noticed on these lands.

The Conservation Commission accepts both monetary donations as well as land donations in order to continue the preservation of our natural resources.

The Conservation Commission can be reached by dialing 508-865-5411 at the Municipal Office Building. The Clerk's hours are Monday through Friday 8:30 am – 4:30 pm. You can also visit the Town of Millbury website under the Conservation Commission to access contact information as well as other important information, links and forms.

The Commission meets regularly on the first and third Wednesday evening of each month beginning at 7:00 p.m. One meeting per month is generally scheduled in June, July and August. Comments and inquiries from the public are always welcome.

THE BOARD OF HEALTH

TO THE HONORABLE BOARD OF SELECTMEN AND CITIZENS OF MILLBURY:

We hereby submit our annual report for the year ending June 30, 2019.

A total of 10 meetings were held in Fiscal Year 2019. Attendance for the Board meetings were as follows:

Members:	Present	Absent
Ronald J. Marlborough	10	0
James M. Morin	8	2
Armand O. White	6	4
CMRPHA Staff	10	0

Regional Public Health Services

The Worcester Division of Public Health (WDPH) is the lead agency for the Central Massachusetts Regional Public Health Alliance (CMRPHA), of which the Town of Millbury is a member. The regionalization of public health services is a capacity building model that is sustained through cost-sharing throughout seven contiguous communities. CMRPHA received national accreditation in March of 2016, and was the first accredited health department in the Commonwealth. The WDPH provides enforcement, program initiatives and policy technical support in the areas of community health, environmental health and emergency preparedness. The Town also contracts separately with a nurse to provide nursing services which include communicable disease reporting and investigations and a Title V engineer to review plans, conduct percolation tests and inspections.

Public Health Preparedness

The Massachusetts Department of Public Health's (MDPH) Office of Preparedness and Emergency Management (OPEM) has developed Health and Medical Coordinating Coalitions (HMCC) in each of the six regions throughout the state. In each region, OPEM has chosen a Sponsoring Organization to oversee the fiscal, administrative, and programmatic aspects of the HMCC grant. In Region 2, the WDPH has served as the Sponsoring Organization for the past two years. Each HMCC is tasked with completing deliverables designed to foster a multi-disciplinary, regionalized approach during all phases of an emergency: preparedness, response, recovery, and mitigation. As a member of the Region 2 HMCC, the Town of Millbury has access to increased resources and is a part of regional planning efforts.

As Sponsoring Organization, WDPH is considered the regional Emergency Support Function 8 (ESF-8); in an emergency, WDPH would coordinate resource requests and

THE BOARD OF HEALTH

allocation, and provide situational awareness for all healthcare organizations and local public health departments in the seventy-four cities and towns that make up Region 2. Currently, eight community members from the Town of Millbury are registered Medical Reserve Corps volunteers. With that said, as a member of the Worcester Regional Medical Reserve Corps (WRMRC), the Town would have access to all 400+/- registered volunteers within the WRMRC in the event of an emergency.

As with previous years, Emergency Preparedness staff worked in conjunction with the Millbury Board of Health to review and revise the Town's Emergency Dispensing Site (EDS) plan. In FY19, Emergency Preparedness staff also worked with the BOH to develop and conduct a full-scale exercise testing the set-up of the EDS, in fulfillment of state and federal deliverables. The Millbury Board of Health was also in compliance with and participated in all quarterly WebEOC emergency reporting drills conducted by MDPH.

Community Health

Tobacco

The Town of Millbury is a member of the Worcester Regional Tobacco Control Collaborative which reduces the health and economic burden of tobacco use by preventing young people from starting to smoke, helping current smokers to quit, and protecting children and adults from secondhand smoke. This is accomplished through education and upholding both state and local laws. During this fiscal year, WDPH completed 11 inspections and 18 youth compliance checks at tobacco retailers.

An estimated 1,904 smokers live in Millbury (18.2% of adults, age 18+). The adult smoking rate is 17% higher in Millbury than statewide (18.2% in Millbury compared to 15.5% statewide). The rate of smoking during pregnancy in Millbury is 57% higher than statewide (10.7% in Millbury compared to 6.8% statewide). In Millbury, lung cancer incidence is 15% higher among males compared to the state of Massachusetts. Lung cancer incidence in Millbury is 34% higher among females compared to the state of Massachusetts. Mortality from lung cancer is 41% higher in Millbury compared to Massachusetts.

Substance Abuse Prevention

The CMRPHA, through the City of Worcester, received a seven year, \$100,000 per year Massachusetts Opioid Abuse Prevention Collaborative (MOAPC) grant, focused on opioid overdose prevention and reduction in the region. The town of Millbury's Board of Health, Public Schools and Police Department have been working together to prevent opioid abuse and reduce overdose in the town. WDPH staff hold quarterly meetings with regional treatment providers to address opioid overdose. WDPH staff also attended the National Night Out event held by the Police Department and gave out public health educational resources on substance abuse prevention.

THE BOARD OF HEALTH

Environmental Health

The Board monitors food offered for consumption to ensure it is wholesome, free from adulteration, properly labeled, identifiable, and manufactured at an approved source. All food establishments receive mandated inspections to determine compliance with the provisions contained within the Chapter X, of Minimum Sanitation Standards for Food Establishments. Effective October 4, 2018, Massachusetts has adopted the 2013 Federal Food Code. New inspection forms are now being used that reflect changes.

The Board must also uphold and achieve compliance with the Massachusetts Sanitary Code, Minimum Standards of Fitness for Human Habitation. This program consists of responding to complaints, issuance of orders or citing violations with a focus on unkempt property, housing violations, rodent control issues, as well as investigations of any public health nuisance. The CMRPHA, on behalf of the Board of Health, has investigated more than 58 housing/nuisance and food complaints, of which agents have had to respond at least twice to each complaint, for the initial and then follow-up(s).

Communicable Disease Surveillance

Infectious diseases constitute a continuing threat to the public's health. They cause illness, suffering, and death, and place an enormous financial burden on society. Although some infectious diseases have been controlled by modern technological advances, new diseases are still emerging. Under Massachusetts General Laws (MGL), Chapter 111, suspected and/or confirmed cases of diseases dangerous to the public's health are reportable to the local Board of Health and/or the Massachusetts Department of Public Health (MDPH). Reporting disease occurrences enables the public health staff to monitor trends, detect and control outbreaks, and evaluate prevention activities. Our public health nurse regularly collects important information on all reported diseases as part of routine epidemiological disease investigations. The following is a summary of reported diseases in Millbury 2018-2019:

Communicable Disease/Nursing Case Management Total	91
Gastro-enteric	3
Hepatic	24
Respiratory	46
Bacterial	3
Zoonotic	15

The Board of Health was able to host two seasonal flu clinics and vaccinated 160 people.

Title V

Lastly, the Board is charged with enforcing various Massachusetts Department of Environmental Protection Regulations such as Title V and CMR 310 which includes septic plan review, air, water and noise nuisance control and hazardous materials control. Locally, the Board of Health must ensure compliance with numerous Town by-laws and Board of Health Regulations.

The Board of Health upholds all code enforcements regarding Title V.

THE BOARD OF HEALTH

A total of 786 permits and licenses were issued.

96	Food Permits
75	Catering Permits
4	Mobile Permits
52	Milk Permits
1	Pasteurization Permit
7	Frozen Desserts Permits
0	Tanning
11	Tobacco
341	Rubbish Haulers
18	Disposal of Works
140	Septic Haulers
11	Perc Tests
7	Septic Plan Reviews
6	Septic Construction Permits
8	Well Permits
1	Pool
4	Recreational/Sports Camp
1	Body Art Establishment
3	Body Art Artists

Expenditures:

Town of Sutton – Nursing Services	\$11,440.00
City of Worcester – Regionalization FY19	\$44,053.80

Respectfully submitted,

James M. Morin, Chairman
Armand O. White, Vice Chairman
Ronald J. Marlborough, Clerk

FINANCE COMMITTEE

To the Honorable Board of Selectmen and the Citizens of the Town of Millbury,

I hereby submit the Annual Report of the Finance Committee for the fiscal year ending June 30, 2019.

The Finance Committee is charged with the consideration of all matters relating to the appropriation, borrowing and expenditure of money, the review of the Town budget and Warrant Articles, as well as other financial matters as they present themselves over the course of the year. The Committee also oversees the Reserve Fund, which is used as a supplement to approve budgets in the case of unforeseen, unbudgeted and unavoidable expenditures.

The Finance Committee holds numerous public meetings and hearings throughout the fiscal year with member terms running from July to June. Throughout the Fiscal year ending June 30, 2019, the Finance Committee met a total of 16 times.

The Finance Committee makes recommendations on each warrant article to the voters at Town Meeting. These recommendations are the product of numerous hours of discussion and deliberation with Town officials and department heads. Members of the Committee attend meetings of the Board of Selectmen and School Committee during the budget process to provide an overview of the Town's overall financial stability for the coming year.

The Finance Committee members for fiscal 2019 were as follows along with their attendance:

Name	Present	Absent
Jennifer O'Connell, Chairman	12	4
David Cofske, Vice-Chairman	15	1
Albert Kupcinkas, Clerk	13	3
Chris Kennedy	12	4
Steve Noonan	15	1
Nicole Cooney	11	5
Kevin Kuphal	12	4

The Finance Committee Secretary is Sandra Gaspie and the salaries paid for Fiscal 2019 was \$1,059.25

After the Annual Town Meeting, the Committee reorganized with Jennifer O'Connell being nominated as Chairman, David Cofske as Vice-Chairman and Albert Kupcinkas as Clerk.

The members of the Finance Committee would like to thank the Town Manager, the Superintendent of Schools, the Finance Director as well as the department heads for their cooperation throughout the year.

Respectively Submitted,
Albert Kupcinkas, Clerk

MILLBURY PUBLIC LIBRARY

The Millbury Public Library is honored to thank all the wonderful people in its community who help support the library. The library is filled with many different programs geared to varied age ranges throughout the year. We appreciate all the donations of every kind.

During school vacations, the library was able to have a few exciting programs funded by the Mary B. Grogan and Rosemary Davis Fund. In February, the library had a program called Creature Teacher located in Littleton, MA. Creature Teacher was an educational program that specialized in environmental and animal education that brought in thirty-nine participants. Many young patrons were able to learn about various exotic animals. In April, the library had an exciting program called Animal Craze Petting Zoo located in Winchendon, MA. This hands-on educational petting zoo brought in 120 participants. The library has invited Animal Craze Petting Zoo back yearly because of its popularity within the community. Both Creature Teacher and Animal Craze Petting Zoo were funded by the Mary B. Grogan Fund.

During the months of January, March, and May, the Millbury Public Library offered more programs that were funded by the Rosemary Davis Fund. In January, we had a program called Zoo on the Go from the Zoo in Forest Park located in Springfield, MA. This program taught young patrons and their families animal habitats, their behavior, diets, and their status in the wild. Thirty-one participants were able to observe and touch the animals. In March, the library had a program called Birds of Prey from the Mass Audubon's Drumlin Farm located in Lincoln, MA. Twenty-four participants were able to explore and learn about the different types of prey for birds. Lastly, in May the library had a program called Eyes on Owls - Live Owl program located in Dunstable, MA. This program gave forty-one participants an opportunity to learn about various types of owls and their habitats.

Our adult programming is increasing in popularity. During the month of January, the library had an adult program called Feasting on Soups presented by Liz Barbour, cooking instructor and author of the book *Beautifully Delicious: Cooking with Herbs & Edible Flowers* from Hollis, NH. She demonstrated how to cook two different types of soups to twenty-nine participants. Samples were given following the demonstrations. In April, the library had an adult painting night with Greg Maichack from Holyoke, MA. He guided twenty participants with his easy to follow demonstration on how to paint a picture of a sailboat called "Sail Away on the Craft of Pastel Painting". Thank you to the Millbury Cultural Council for partially funding this wonderful event. The Friends of the Millbury Public Library funded the remaining portion for this event. Genealogy classes were offered by Kelly Canney, a Millbury resident, to any adult wanting to learn more about how to find their ancestors.

Ann Dallair, our Children's Librarian (now Library Director) pre plans many programs in early fall for the following year. She will use her best effort to think outside the box for improving the quality of the library. Build a Better World was our summer reading theme for the state-wide summer reading program. A few of our summer reading events were Scott Jameson's magic show, Ed the Wizard - Rockets, and Soap Making by Kalina Folk Art for all ages. Scott Jameson's magic show brought approximately eighty people. Mr. Jameson was spectacular with magic trick participation with the audience. Ed the Wizard - Rockets was an educational program that taught twenty-five students the concept of aerodynamics with airplanes. Our soap making workshops by Kalina Folk Art from Warren, MA were all filled up. We had three different workshops with ages ranging from children, teen, and adult. Each one of them had 25-30

MILLBURY PUBLIC LIBRARY

participants. Younger children were able to create their own rubber duck. Teens and adults had the opportunity to create an aquarium.

The Worcester County Sheriff's Department continue to landscape and assist with fall cleanup of our library grounds. They provide free labor in exchange for a supplied lunch supported by the Friends of the Millbury Public Library. Due to this collaborative effort, our library ground appearance looks professionally done without any effect upon the library budget.

The Millbury Public Library would like to thank all the volunteers who assisted in any way to help our library be a success. This year the library had sixteen volunteers which equaled to a total of 113 hours.

The Millbury Public Library would like to thank the Friends of the Millbury Public Library for funding many of the programs that occur at the library for children, teens, and adults. The Millbury Public Library wants to thank its staff as well for doing a job well done every day to help its community with all resource needs.

ASA WATERS MANSION TASK FORCE

To The Town Manager and Board of Selectmen,

Fiscal year 2019 was an exciting, albeit challenging period at the Asa Waters Mansion. We continued our success in being one of the finest venues for weddings, showers, and private parties. Additionally, 2019 was a year in which we significantly grew the number of weddings, showers, and our corporate events, a market sector previously untapped for the mansion. In doing so, we greatly expanded our exposure and reach in Worcester County and the Blackstone Valley.

Despite this, accumulated financial losses dating back to fiscal year 2013 lead to a deficit in the town revolving accounting of ~\$42,000. Annual Town Meeting 2019 graciously voted to use excess levy capacity and transfer \$50,000 into the revolving account. The significance of the taxpayers' support of our beloved Mansion is not lost on the Task Force. Even more, this was not the only financial contribution the taxpayers made - additional contributions of \$32,000 and \$18,000 were made in order for the Task Force to restore the Mansion's gorgeous columns and remediate the existence of asbestos in the building, respectively. These projects, and more, ensure that we abide by our founding mission: the restoration and preservation and the Mansion.

Recognizing our financial difficulties in recent years, the Task Force and our new Director are committed to making the Mansion cash-flow-positive for the first time in many years. We feel strongly that we owe this to the taxpayers and we are on pace to do just that. Thus, we are following the recommendations made in the audit performed by the town's audit firm Melanson Heath. This special audit called for by the Board of Selectmen analyzed the Mansion's financial history and business practices. As a result, the Task Force and Director now have a road map that we are following to ensure issues of the past are not repeated.

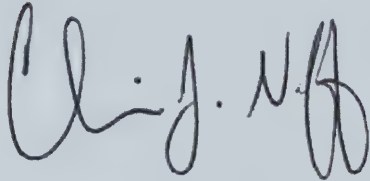
Outside of our core business, the Asa Waters Mansion continues to be the cornerstone of our community. Another year has gone by as we've hosted town and Blackstone Valley civic groups in a variety of ways. We welcomed high school students during their annual prom and senior semi-formal. Elementary students as they learn about the Waters family and its integral role in Millbury's history. I am proud to report that the Mansion continues to be a comfortable but elegant venue for bereavements to many families in town. And of course, none of this would be possible without the continued support of the Friends of the Asa Waters Mansion.

When Asa Waters II began constructing the building we now endear in 1826, he searched far and wide to locate the finest materials to create his home. Hard pine from the south, Mahogany from Central America, marble from Italy, "pumpkin pine" from Maine, and bricks from Baltimore. When you enter the Mansion, you can feel Asa's passion for his home. It was constructed at a time when the town and the country were striving for a better tomorrow.

ASA WATERS MANSION TASK FORCE

We as a Task Force work hard not to return to that nostalgic return of the past, but to deliver both the Asa Waters Mansion and the town of Millbury back to its bright future.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Chris Naff". The signature is fluid and cursive, with the first name "Chris" and the last name "Naff" clearly distinguishable.

Chris Naff
Chairman, Asa Waters Mansion Task Force



Town of Millbury

Millbury Redevelopment Authority

127 Elm Street
Millbury, MA 01527

To the Honorable Board of Selectmen, Town Manager, and the Citizens of Millbury:

The Millbury Redevelopment Authority was created at the annual Town Meeting on March 2, 1963, in Article 34 and 36, and is intended to be comprised of five members, four elected by the town and one appointed by the Executive Branch of the State.

The board held 9 regular meetings during FY19 and the attendance was as follows:

BOARD MEMBER	PRESENT	ABSENT
CHAIRMAN, WALTER K SWENSON	7	2
VICE CHAIR, LEONARD F. MORT	8	1
TREASURER, ROBERT J. SIMMARANO	6	3
MEMBER, CHRISTINE VALERY	8	1
CLERK, HARROLD PARRODIAN	7	2

Millbury Redevelopment Authority Mission:

The Millbury Redevelopment Authority exists to create opportunities to attract and sustain economic development that will revitalize Millbury’s economy and cultural growth. The end goal is to realize a community that is more attractive and self-sufficient.

What is the Millbury Redevelopment Authority?

The Millbury Redevelopment Authority is a volunteer board charged with helping to facilitate economic development opportunities for the town. Board members are elected at Town Meeting for five-year terms. As an independent board, the Millbury Redevelopment Authority is in a unique position to bring the public and private sectors together. The Millbury Redevelopment Authority also has broad powers that enable it to encourage new development and promote sound growth. The board is not bound by daily processes of a local town department but works on special projects that can be run by the town or a business. The Millbury Redevelopment Authority can participate in development, issue bonds, borrow money and receive grants and gifts.

Projects that are undertaken by the Millbury Redevelopment Authority are not funded with tax payer dollars, solely funded by donations, gifts of money or property, fund raisers, and the generosity of Millbury citizens, business’s, developers, and other organizations that take pride in our community.

Urban Renewal Plan:

The Millbury Redevelopment Authority requires the development and approval of an Urban Renewal Plan to undertake specific projects. An Urban Renewal Plan is an approved redevelopment project by the state that grants the applicant that ability to pursue redevelopment

Millbury Redevelopment Authority

and improvements of substandard, decadent or open blighted areas as well as plan for future land use. The stringent application and process also goes thru public review and comment.

Once approved by the state, the plan provides the Authority the ability to:

- Establish rehabilitation/design standards
- Demolish and/or rehabilitate substandard structures
- Participate in real estate development and commercial revitalization
- Issue bonds, borrow money and invest funds
- Receive grants and loans
- Accept gifts or requests

Current Projects:

The Millbury Redevelopment Authority is currently involved in the following projects in town:

- **Millbury Clock on the Common**
 - o This project involves the purchase, installation and configuration of a Replica Howard 4-Dial clock (Made by General Time) on the lower common in conjunction with the Millbury Bicentennial Committee who will be installing a new Electronic Message Board in the same area.
 - o The clock has completed Gold Leafing through the volunteer efforts of several people and now sits in secure storage pending installation.
 - o The Millbury Redevelopment Authority will continue to work with the Town Manager, Planning Director, and DPW Director to finalize the plans for installation of the clock as aligned with the Lower Common revitalization project.
- **Social Media**
 - o The Millbury Redevelopment Authority continues to have a significant presence on social media sites and engaging with community members.
- **Fundraising**
 - o The Millbury Redevelopment Authority has been involved in the following fundraisers over the past year:
 - Several Food Truck Festivals held at the town's Windle Field complex have been very successful helping us complete the purchase of the clock and will continue to be a source of fundraising into the future.

Physical Inventory of the Millbury Redevelopment Authority:

- 1 – Replica Howard 4-Dial clock (Made by General Time)
- 2 – 10' x 10' Quest White Pop-up Canopy
- 3 – 6' Poly Tables

Millbury Redevelopment Authority

1 – Metal Cash Box with Keys

1 – 9' x 96" MRA Red Vinyl Banner

Food Truck Festival Signs

2 – Digital 8' Cutout Replica Displays of the Clock

1 – Desktop Clock Replica

3 – 6' Black Poly Banquet Tables

18 – Reflective MRA Safety Vests

Respectfully Submitted,



Walter K. Swenson, Chairman

MILLBURY POLICE DEPARTMENT

MISSION STATEMENT

We are dedicated and committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We will accomplish this mission through an enhanced, proactive, community based policing strategy that focuses on developing and strengthening partnerships, relationships and building mutual trust within the community.

COMMUNITY COMMITMENT PRIDE

To The Honorable Board of Selectmen and the Citizens of the Town of Millbury:

On behalf of the men and women of the Millbury Police Department and as your Police Chief, it is my pleasure to present the Annual Report, Fiscal Year (FY 18) July 1, 2017 through June 30, 2018. The report includes information on the department's organizational structure and statistical data as it relates to calls for service and crime. Additionally, the report has information on departmental efforts, programs and accomplishments.

The members of the Millbury Police Department have proved that they are committed to reducing crime, targeting quality of life issues and ensuring a safe environment for all. We have accomplished this mission through an enhanced community based policing strategy that is focused on developing and strengthening relationships within the community and building mutual trust. I would also like to thank the members of the police department for their continued dedication and commitment to serving this community.

I look forward to serving the citizens of Millbury and leading the department in proactive community based policing, modern technology and equipment, and keeping our officers adequately trained in best police practices so that they may continue to provide superior police services to residents and the general public.

Respectfully Submitted,

Donald P. Desorcy
Chief of Police

MILLBURY POLICE DEPARTMENT

COMMUNITY EVENTS

FOOD DRIVE

The Millbury Police Department and the Millbury Fire Department partnered for the fourth annual Millbury Food Drive. All the items collected from this event were donated to the three primary food pantries in the Town of Millbury. This event was an outstanding success and we look forward to continuing this program. Please consider participating in this yearly event.

TOY DRIVE

The Millbury Police and Fire Departments partnered for the fourth annual Millbury Toy Drive. All gifts collected were donated to the Millbury Lions Club and distributed during the holidays to Millbury families in need. Please continue to support this event for years to come.

ELDERLY THANKSGIVING DINNER

The Millbury Police Association continues to sponsor an annual Thanksgiving Dinner at the Senior Center for the elderly of the Town of Millbury. It is coordinated and funded by the Millbury Police Association. Officers, friends and family members volunteer their time to make this a successful event as well as local business sponsors. Approximately one hundred fifty guests are served.

MILLBURY YOUTH POLICE ACADEMY

The Millbury Police Department sponsored its fifth annual Millbury Youth Police Academy. Officers Nicole Oliveri and Keith Gasco administer the program and continue to do an outstanding job with this event. The Cadets were introduced to, Patrol Procedures, Crime Scene Investigations, K-9 Demonstration, Impaired Driving Demonstration, Tour of the Worcester County House of Correction, Firearms Training and Marching Drills, Tour of the Worcester District Court and Physical Training. This academy is offered to all Millbury residents who will be entering the 9th and 10th grades. Applications will become available online for the next Millbury Youth Academy to be held in the summer, 2020.

COMMUNITY READING DAY

Members of the department volunteer their time reading to students at the Elmwood Street School during Community Reading Day. This gives the officers the opportunity to interact with the students in the school environment.

STUDENT MEET AND GREET

The Administrative staff of the Millbury Police Department greet the students at Millbury High School, Shaw School and Elmwood Street School on the first day of school.

MILLBURY POLICE DEPARTMENT

HEROES AND HELPERS

The Millbury Police Department was awarded a grant from Target Corporation to provide the opportunity for fifteen Millbury youths to Christmas shop for family members. Each youth was assigned a uniformed Police Officer and they were allowed to shop at Target. All expenses were covered by the grant.

NATIONAL NIGHT OUT

The Millbury Police Department partnered with Target Corporation and participated with National Night Out. This program is held throughout the country on the first Tuesday in August. The purpose of this program is to help establish a bond between the police department and the citizens of the community. Approximately 150 Millbury residents participated and enjoyed demonstrations by the Millbury Fire Department, Millbury Police Department, Med-Star Ambulance, Direnzo Tow Service, Massachusetts Army National Guard, Stowe Farms, Singing performance by recording artist Shanna Jackman and music by Tim Cluett. Target bases on the first Tuesday in August.

ORGANIZATIONAL ACCOMPLISHMENTS

- The department continues to maintain the prescription pill box located in the lobby of the Police Department for the community to dispose of unwanted and old prescription pills; no questions asked. This is available to the public 24 hours a day, 7 days a week.
- The department has three Officers who are instructors in CPR and First Aid. The sworn members of the department receive their certification training from these instructors.
- Two Officers continue to monitor the sex offender registration.
- The department has designated an Infectious Control Officer for the purposes of, but not limited to (1) receiving notifications of exposures to infectious diseases dangerous to the public health from health care facilities, and (2) notifying the indicated care provider(s) of an exposure to an infectious disease dangerous to the public health.
- Lieutenant Brian Lewos and Officer Brian Gasco continued to serve as a member of the Central Massachusetts Law Enforcement Council Special Weapons & Tactics team (CEMLEC), maintaining the rigorous specialized training required by the team.
- School Resource Officer Nicole Oliveri has been assigned to the schools through a partnership between the Millbury Police Department and the Millbury Public Schools. The SRO interacts with students and faculty on a daily basis.

MILLBURY POLICE DEPARTMENT

- Staff from all (3) public schools continue to be trained in the school safety concept of ALICE (Alert, Lockdown, Inform, Counter, Evacuate). This was done through presentation and scenario based training.
- Officer Daniel Daly and K-9 Kenzo continue to receive training in patrol and narcotics detection.

Millbury Police K-9 fiscal year 2018 activities:

- 53 deployments
- 5 narcotic searches, 100 grams of heroin were found and 300 grams of cocaine.
- 20 K-9 searches, 11 resulted in suspect apprehensions
- 6 searches for the Task Force and CEMLEC SWAT
- 5 Youth Academy Demos
- 6 demonstrations
- 7 Millbury School searches
- 5 demonstrations at Youth Academies
- Officer Timothy Dean from the Uxbridge Police Department transferred to the Millbury Police Department effective 11-01-2018.

PERSONNEL SUMMARY

The department is moving forward with increasing staffing levels to better serve the growing community. We continue the plan to increase the department to the recommended level of 26 members over the next four years.

	FY 2014	FY 2015	FY 2016	FY2017	FY 2018
Sworn	18	19	19	19	20
Chief	1	1	1	1	1
Lieutenants	0	2	1	1	1
Sergeants	4	3	3	4	4
Officers	13	13	14	13	14
Dispatch	4	4	4	4	4
Administrative Assistant	1	1	1	1	1

TRAINING

With the In-Service Training requirement returning to MPTC, this allowed the department the opportunity to continue with an aggressive effort to provide a wide range of training to its officers and sergeants:

MILLBURY POLICE DEPARTMENT

- We have three (3) officers trained as instructors in administering Narcan and three (3) instructors in CPR/First Aid. All full time sworn officers now carry Narcan. From July 1, 2018 thru June 30, 2019, there have been 6 saves.
- There are presently three (3) Level 1 Firearms Instructors;
- Two officers are in Crash Reconstruction.
- All of the police dispatchers and many of the sworn personnel are certified in Emergency Medical Dispatch (EMD) procedures; our next focus in this area will be recertification.
- One (1) Officer is trained as a Taser instructor.
- Three (3) Officers are trained DRE (Drug Recognition Expert)

DEPARTMENT STATISTICS

The Department, through the computer dispatch and records system, compiles various data resulting from: arrests, accidents, citations, incidents/investigations, and summonses. The database contains both criminal and non-criminal statistics. Data related to criminal offenses or incidents is reported to the Massachusetts State Police and FBI under the National Incident-Based Reporting System (NIBRS). This category of crime statistics is more commonly known as Incident-Based Reporting (IBR) offenses and represents a general summary of crime data.

NIBRS/IBR OFFENSES

The following are crime totals which were reported to the FBI under the Incident-Based Reporting (IBR) system during the period of 7/1/2018 - 06/30/2019. There were a total of 1249 reportable crimes under the specific compilation of data as reportable under IBRS:

Dispatched Calls for Service were 14,866 for FY 2018, an increase of 34.63 %

Robbery	0
Aggravated Assault	14
Simple Assault	48
Intimidation	21
Arson	1
Breaking & Entering	32
Purse Snatching	0
Shoplifting	51
Theft From Building	13
Theft From M/V	7
Larceny All Other	48
Motor Vehicle Theft	12
Counterfeiting/Forgery	33
False Pretenses	38

MILLBURY POLICE DEPARTMENT

Credit Card Fraud	5
Impersonation	21
Stolen Property	2
Destruction/Vandalism	37
Drug/ Narcotic	19
Sex Offenses	5
Weapons Violations	4
Pornography	
Bad Checks	4
Disorderly Conduct	27
Driving Under Influence	45
Drunkenness	51
Family Offenses, Nonviolent	1
Liquor Law Violations	6
Trespass of Real Property	7
All Other Offenses	159
Traffic, Town By-Law, Misc.	440

TOTALS

1119

GENERAL ACTIVITY

A more specific compilation of data, (not all of which is reportable under NIBRS), results from the combination of the following: arrests, accidents, calls for service, citations, incidents, investigations, and summonses. The statistics below represent data from the FY's 2016, 2017, 2018 and 2019. The statistics below list the yearly activity totals within the entire town.

Calls for Service

Calls for service are the calls generated which make up the daily police log. A call may come in by phone, E911, the radio, or someone walking into the lobby of police headquarters. Calls for service, even if it does not involve a crime, can be time consuming for both the officer and dispatcher, as citizens may have police or records related questions. The overall yearly calls (including the mall) have remained fairly consistent over the past few years.

MILLBURY POLICE DEPARTMENT

CALLS FOR SERVICE	
Yearly Activity (Town wide)	
Year	Yearly Calls
FY 2016	10478
FY 2017	11402
FY 2018	14866
FY 2019	17883

The call for service from FY 2018 to FY 2019 are up 20%

Arrests, Incidents, Criminal Complaints

Arrests statistics are compiled based on in-custody arrests. In other words, an arrest number is assigned when a person is taken into physical custody, booked, and bailed or transported to court. There were 242 arrests during FY 2019. During FY 2019 arrests were up 6.6 %

ARRESTS	
Yearly Statistics (Town wide)	
Year	Yearly Arrests
FY 2016	137
FY 2017	153
FY 2018	227
FY 2019	242

Incident reports, commonly referred to as investigations, are generated for a variety of different activities. The activities range from, but are not limited to the following: documentation of a non-criminal event, an incident causing serious injury or death, suspicious activity, criminal activity with no suspect or where the victim chooses not to pursue charges or a crime with an identifiable suspect. If the investigation results in a crime with identifiable charges, and/or sufficient probable cause exist to substantiate the charge, officers can complete a criminal complaint/summons.

INCIDENTS/INVESTIGATIONS	
Yearly Statistics (Town wide)	
Year	TOTAL
FY 2016	556
FY 2017	517
FY 2018	770
FY 2019	707

There were 707 incident reports completed in FY 2019.

MILLBURY POLICE DEPARTMENT

If charges are warranted as a result of an incident report, a criminal complaint/summons or arrest is the method used to present charges in court. Often the complaint method is the procedure used to charge a person with a crime, rather than an arrest. This may be due to a combination of factors including the charge not permitting an arrest by statute, officer discretion based on the person's record, and the present activity and staffing level during the shift at the time.

CRIMINAL SUMMONS (Criminal Complaint/Summons Arrest)	
Yearly Statistics (Town wide)	
Year	Yearly Summons
FY 2016	188
FY 2017	159
FY 2018	273
FY 2019	257

Traffic Enforcement

There were 315 accidents in FY 2019, an increase of 9.75 % from FY 2018. There were 657 citations issued in FY 2019 an increase of 18.6 % from FY 2018.

ACCIDENTS	
Yearly Statistics (Town wide)	
Year	Yearly Accidents
FY 2016	292
FY 2017	259
FY 2018	287
FY 2019	315

CITATIONS	
Yearly Statistics (Town wide)	
Year	Yearly Citations
FY 2016	581
FY 2017	372
FY 2018	554
FY 2019	657

SUMMARY

The categories of criminal and non-criminal activity listed above are beneficial in identifying crime trends, the amount of resources utilized in different areas of town in response to crime, facilitates our tactical decision-making and strategic planning, and assists with maintaining situational awareness of how these activities may impact the community of Millbury.

MILLBURY FIRE DEPARTMENT

To the Citizens of the Town of Millbury, Board of Selectmen, and Town Manager: It is with great pleasure that I provide this annual report of the Millbury Fire Department for Fiscal Year 2019. This has been a very busy year and also a very productive year. We continue making improvements to our facilities. In my fourth year as Chief, I would like to acknowledge the great assistance of all those that make our department work better. We have continued the trend of providing more service to the citizens and businesses of this community. With the dedication of our firefighters, our response to alarms is very strong. We are still a 100% call fire department but I would match our response time and manpower with any other department, call or full time, and the passion our members' exhibit to serve the public is unparalleled.

This year we lost 3 former members of our department. Lieutenant Jack O'Connell passed on December 9, 2018. Jack was a member of Headquarters and was key in bringing the department's rescue capability to where it is today. Jack's father had been on the Rescue Squad in Worcester and Jack used his connections to improve the standards, training and equipment utilized for rescuing victims. Captain (Myles) Clip Scannell passed on January 30, 2019. Clip was also a member of Headquarters with a focus on aerial operations and functions of the ladder truck. In his 19 year career, he spent countless hours honing the skills of a "truckie" and teaching that to others. Leo Boliver passed on June 20, 2019. Leo was a member of Station 3 in East Millbury his entire career. Records going way back are not very thorough, but we know he spent many years volunteering in the 60s and 70s, along with his father Jim Boliver.

We gained a new member this year. Nick Langevin was officially appointed November 1, 2018 and assigned to Station 5. After spending 16 weeks at the Massachusetts Fire Academy and devoting hundreds of hours in training on the basic skills a firefighter needs for safe and efficient operations, he comes to us as dedicated fresh blood. We welcome Firefighter Langevin to the family.

We work very closely with the fire departments in the District and especially with the adjoining towns. A debt of gratitude goes to the Sutton Fire Department and Chief Belsito, the Grafton Fire Department and Chief Gauthier, the Auburn Fire Department and Chief Coleman, along with the other 21 towns that comprise Massachusetts Fire District 7. We also thank District 14 for coming to our aid, especially the Shrewsbury Fire Department and Chief Vuona, and the Westborough Fire Department and Chief Purcell.

Assistant Chief Bob Silver was appointed as the Public Education Coordinator this year. He coordinates all the activities including school visits, senior program delivery and the open house, along with the many other appearances we make. Although we were turned down for a Federal AFG grant another year, we were successful with the S.A.F.E. and Senior S.A.F.E. State grants. The programs, delivered by Asst. Chief Silver, retired Asst. Chief Dore, and several other volunteers, were well done. Partnering with the School Department and Council on Aging Director Judy O'Connor, the funds were used for materials and giveaways that bring home our

MILLBURY FIRE DEPARTMENT

safety messages. Asst. Chief Silver gave some presentations to the older population at the senior projects. They were very well received, with discussion after the presentation. A partnership with Papa Gino's allowed us to hold another successful open house. Attendees enjoyed the 50 pizzas donated by Papa Gino's along with drinks supplied by Goretti's Supermarket. The Ladies Auxiliary served up the pizza slices and drinks that night, along with their complimentary fresh & tasty popcorn. Thanks to all our members that volunteered that night, along with the Fire Explorers that assisted in the event, making it all a team effort.

We perform fire drills at the schools. These are done several times during the year at all public and private schools along with daycare centers. With great cooperation from the Millbury Public School administration, principals and staff, and also the staff at all other facilities, the drills were successful. We also assist with the A.L.I.C.E. drills at the schools. We hope it will never be needed but we understand if something were to take place at a school, it will be "All-Hands on Deck".

Cancer prevention stays hot on our radar. We are constantly looking at better standards and procedures to ensure we avoid any possible causes of this dreadful disease. With much support from the town we have taken many steps including installing gear extractors (washers) and gear dryers in the stations. We have also been pushing the message strongly to clean gear as soon as possible after contamination. Future fire apparatus will be geared towards keeping dirty gear out of the clean spaces in the trucks, taking steps towards the "clean cab concept". I would also like to acknowledge the support of Senator Mike Moore. When we approached the Senator regarding our need for some updated turnout gear to better protect our firefighters and to also provide a few "loaner sets" as an incentive to our members to clean their gear, he was onboard without question. He obtained \$20,000 in funding for us. While the gear is in the process of washing or drying, the members would be without the protection of fire gear. Having a set available for use, and also more gear extractors and dryers, has vastly improved the frequency of cleaning. Our firefighters are better protected because of your efforts, thanks Mike!

The fire prevention program has been very solid. Captain Keith Newlands was appointed the Fire Prevention Coordinator this year. Captain Newlands oversees the business inspections and works closely with the team of inspectors. He holds his Fire Prevention Officer I and is working on his Fire Prevention Officer II credential. The fire department performs annual inspections of more businesses each year. With the amount of people that visit many of Millbury's businesses, it becomes more important to be vigilant about safe practices. Coordinating with the Board of Health and Building Department creates more uniform and consistent inspections. All new and renovated business spaces are closely inspected for safety compliance. Our 7 inspectors; Captains Dave King and Keith Newlands, Lieutenant Brian Dalton, Firefighters Keith Lacrosse, Mike Breault, Tom LaVallee, and Ryan King, do a very good job and stay current with code changes. They handle all the home sale (smoke and carbon monoxide detectors) inspections,

MILLBURY FIRE DEPARTMENT

propane, oil burner, nursing homes and business inspections, along with other requested inspections. They are a very motivated and active group.

We continue our pursuit of the replacement of Fire Headquarters. The building is not getting any better and locating all the specialized equipment in a central location would result in better response. We are asking the voters to support our proposal for a new building design and then for funding of a new building.

The training program has been very active. Coordinated by Assistant Chief Brian Gasco, a weekly training schedule is created; a mix of classroom, hands-on and tours of facilities. Monthly maintenance of equipment is performed to assure reliable performance. Fifty-four training sessions were held. The pump training course by Walter Swenson is second to none. This is an area the recruit training program leaves for individual departments to teach. The program brings the theories and practices of moving water into real life evolutions to better train for the actual environment that they will be expected to operate in. The driver's training program is also a very effective program. Tom LaVallee is the Driver Training Instructor and is very dedicated to running a total program. It works very well in transforming someone that can drive a car into a safe operator of a piece of fire apparatus weighing twenty to thirty tons.

Chief Desorcy and the Millbury Police Department have provided much support for our operations. The Dispatchers are our first line of defense and we can't thank them enough for all they do to keep us safe and coordinate our efforts. It amazes me the work the dispatchers accomplish and the assistance they render us, sometimes in the middle of some very hectic situations. Thank you to all the dispatchers for what you do every day to protect our firefighters and the citizens of our community.

Med-Star Ambulance provides top-notch emergency medical service. The Paramedics & EMTs serve our community with pride and passion, which certainly shows in their actions. They work side-by-side with us during emergency calls and also at the school drills by assisting with medical drills. They also partner with us at our fire prevention events and the open house. Med-Star was very proactive throughout the year with health fairs at the Senior Center and assisting wherever they can.

I appreciate the help we receive from so many town departments. This really becomes a team effort to serve the public, whether it's with the Department Public Works, Town Clerk or Assessors, to name a few, there is so much cooperation that it sometimes amazes me. With much assistance from Town Clerk Jayne Marie Davolio, we updated records and the permitting process for the many underground and aboveground storage tanks we have in town.

The Explorer Post has remained active. Under the guidance of Asst. Chief Bob Silver and Captain Keith Newlands, the program is going into its tenth year. The program, which is supported through the Boy Scouts of America, succeeds in focusing the kids on valuable skills

MILLBURY FIRE DEPARTMENT

while keeping them involved in a group of their peers and teaching them ethical standards. The Explorers has proven to be a great help at incidents by changing out air bottles, packing hose and assisting the Ladies Auxiliary. We have had many Explorers move up and become regular members of the fire department.

Our presence on social media continues. We receive much feedback from citizens about how great it is to follow us and how they don't always realize how much we do. Our activity is published through our Facebook page and Twitter posts and really highlight the dedication of our members as they serve their community. We have also strived to bring out the history of our department and to honor all of those that have led the way to where we are today.

Edd Cote is very dedicated to his passion to support us. He is the official Millbury Fire Department Photographer and does not receive compensation for anything he does. Edd's work is just amazing in itself, but it also helps with our fire investigations and training. He is not just a team member, he is more of a member of our family. I would like to also thank retired Asst. Chief Ray Hobin Jr. He has provided many pictures of our operations that supplement Edd's work and comes from a different point of thinking. Thanks Ray!

The Millbury Fire Ladies Auxiliary continues to be a great asset to our mission. They have supported the firefighters supplying food and drinks at many incidents, work at the open house and are there at any time to assist us in so many ways. They also donate equipment to us, in fact this year we asked for some basic tools to be able to use at incidents. They purchased and donated a tool bag with a large variety of tools that were placed on each engine. This equipment has already been utilized many times. Thank you to all the ladies in the group for your dedication to help us to help others.

Although we do not staff the ambulance service, we do provide First Responder service to assist EMS. In these changing times, we need to be prepared to assist in situations we never imagined before. Whether it's helping to lift a larger patient, doing CPR alongside medical personnel or training for a school incident, we are more involved than ever before. To prepare for all of this, we contract with MECTA to keep all of our medical training up to date. Not only is the training provided done well, I also have to acknowledge the support of Linda Gosselin from MECTA. Her efforts to stay on top of the physiological well-being of our members is second to none. She will reach out to me after any calls that involved a very difficult situation. She also stays available to us 24 hours a day for any potential Critical Incident effects. Her passion for her *Hometown First Responders*, or as she says, "They're my guys", is truly heroic and has made a great difference. From the Firefighters and citizens of your community, thank you Linda!

MILLBURY FIRE DEPARTMENT

Assistant Chief Bob Silver is very active with fire investigation. His drive to learn everything he can about the origin and cause of fires, along with keeping the legal obligations intact has been a great asset for us, Fire District 7 and the State Fire Marshal's Office. Bob has responded with the District 7 Fire Investigation Team on many occasions. This group has proven to be a valuable asset.

Our Head Clerk, Regina Markey is such a key part of our operations. The winning attitude and completeness of what she does, shows every day. The Millbury Fire Department would not run as efficient as it does if it not for her. The attention to details really pays off for the department when a particular document or piece of information is needed. Whether it's keeping the board up to date with information, supplying reports to the State or retrieving records for insurance companies, what she considers routine is far above and beyond. Anytime a new recruit starts with our department, she guides them along through the process and makes them feel at ease. She is an extremely dedicated person, I really can't thank her for all that she does and I am still amazed by her work ethics. She is *the Heart and Soul of the Millbury Fire Department*.

The five-man Board of Fire Engineers oversees the policies and procedures of the Millbury Fire Department. The board is such a cohesive group that works very well together. The services provided by the fire department are very wide ranging and with that, the support needed for the members, the equipment and the stations can be very involved. These 5 members organize and serve as the Chief, Deputy Chief and 3 Assistant Chiefs. So not only are they the administrative portion of the department, they are also operations personnel. I appreciate the support and work of Dave, Brian, Steve and Bob; you guys are the best!

The most important part that makes us successful is the dedication of our firefighters. These men and women, that comprise the Millbury Fire Department, are such an amazing group. Our members leave their family and friends at a moment's notice, not ever knowing if it will be a "routine" alarm that terminates quickly or a more involved situation which could be many hours long. This sometimes takes its toll physically, mentally or both. Your dedication and passion has not gone unnoticed and I thank each and every one of you. We are often referred to as the "best bang for the buck", which I believe we are, but I consider us to be "*the best in the business*" and I am privileged to lead this group.

Respectfully,

Richard P. Hamilton
Fire Chief

MILLBURY FIRE DEPARTMENT

BUILDING & PROPERTY

Headquarters

126 Elm Street
Built 1947

Building: overall condition is poor-in desperate need
of additional space and modernization

Headquarters houses:

Engine 1-2000 Ferrara Ignitor Pumper, condition is good.

Tower 1-2012 Pierce Arrow 95' Aerial Platform, condition is excellent

Rescue 1-2011 Pierce Velocity Rescue, condition is excellent.

Forestry 2 – 1975 AMC General off-road forestry tanker, condition is fair

Forestry 3 – 2004 Ford F-350 Pickup truck, condition is very good

Car 1 – 2017 Ford Interceptor command vehicle, condition is excellent

1 Captain, 3 Lieutenants, and 14 firefighters staff Headquarters.

Station 2

207 West Main St.
Built 1978

Building: overall condition is good

Station 2 houses:

Engine 2-2003 Ferrara Ignitor Pumper, condition is very good.

Engine 4-1989 Mack Tanker/Pumper, condition is good.

Hose 1-1972 Mack LDH Hose Reel Truck, condition is fair.

1 Captain, 2 Lieutenants, and 13 firefighters staff Station 2.

Station 3

1489 Grafton Rd
Built 1972

Building: overall condition is good.

Station 3 houses:

Engine 3-1997 Freightliner Pumper condition is poor (new pumper ordered)

Forestry 1- 2001 Ford F-350 Utility – condition is very good

Fire Alarm Truck – 2006 Ford F-350 42' aerial, condition is very good

1 Captain, 1 Lieutenant, and 7 firefighters staff Station 3.

Station 5

240 Millbury Ave.
Built 1954

Building: overall condition is good.

Station 5 houses:

Engine 5-2001 Ferrara Ignitor, condition is very good.

1 Captain, 1 Lieutenant, and 10 firefighters staff Station 5.

MILLBURY FIRE DEPARTMENT

ATTENDANCE REPORT

There were 17 meetings posted for the Board of Fire Engineers during the fiscal year. The attendance report for the meetings is as follows:

	<u>Attended</u>
Chief Engineer Richard P. Hamilton	17
Deputy Chief David J. Rudge	14
Asst. Chief Brian K. Gasco.	13
Asst. Chief Steven P. Piscitelli	16
Asst. Chief Robert A. Silver	15

ORGANIZATION

The Board of Fire Engineers reorganized on July 2, 2018 for FY19 as follows:

Fire Chief	Richard P. Hamilton
Deputy Chief	David J. Rudge
First Asst. Chief	Brian K. Gasco
Second Asst. Chief	Steven P. Piscitelli
Third Asst. Chief	Robert A. Silver

FIRE INCIDENT REPORT FOR JULY 1, 2018-JUNE 30, 2019:

STRUCTURE FIRES	12
VEHICLE FIRES	14
CHIMNEY FIRES	1
OUTSIDE/RUBBISH FIRES	11
BRUSH FIRES	0
SERVICE CALLS	175
FALSE ALARMS	22
MUTUAL AID CALLS	18
ACCIDENT/RESCUE CALLS	18
ALARM MALFUNCTIONS	120
BOMB THREATS	0
TOTAL ALARMS	391

An estimated damage loss for all fire incidents is \$1,151,345.00

MILLBURY FIRE DEPARTMENT

INSPECTIONS, PERMITS, AND FEES

The following are permits/inspections completed by the Millbury Fire Department during the fiscal year of July 1, 2018 through June 30, 2019:

SMOKE DETECTOR PERMITS	248
OIL BURNER PERMITS	84
PROPANE TANK PERMITS	63
OPEN BURNING PERMITS	302
FIRE SYSTEMS INSTALLATIONS	8
BLASTING PERMITS	13
FIRE REPORTS	9
TANK TRUCK INSPECTIONS	49
TANK REMOVAL PERMITS	8
MISC. PERMITS	8

Buildings such as schools, nursing homes, residential complexes, and numerous businesses and commercial properties are inspected by the fire department throughout the year.

REVENUE

Money collected from permits, fees, reimbursements, donations, and inspections totaled \$32,919.12 for the period of July 1, 2018 to June 30, 2019. This included \$4,580 in donations. There were 302 open burning permits sold at \$10 each and 14 Agricultural Permits issued at no charge during the 2019 burning season. All fees are turned in weekly to the Treasurer/Collector's Office.

WAGES

The following is a list of personnel who received wages from the Fire Department during fiscal year July 1, 2018 through June 30, 2019: (NOTE: these figures are for earnings from the Fire Department only and do not include wages earned in other municipal departments.)

FF. MARK ADAMS	6,428.09
FF. MATTHEW ANDERSON	2,402.50
FF. PETER BALKUS	5,407.82
REC. RYAN BEDARD	166.25
FF. NEAL BELHUMEUR	1,909.42
FF. MICHAEL BIEN	4,233.30
FF. RYAN BOUCHER	4,884.65
FF. ERIC BOUTHILLETTE	2,422.62
FF. MICHAEL BREAUT	4,706.21
CAPT. STEPHEN BROCK	3,734.97
FF. CHRISTOPHER BRUINSMA	5,138.19
LT. JASON CADRIN	4,696.45
FF. TIMOTHY CLUETT	4,072.31
FF. BRIAN COPPOLA	1,655.35
FF. STEVEN COUTURE	770.11

MILLBURY FIRE DEPARTMENT

LT. BRIAN DALTON	6,084.43
FF. CHRISTOPHER DAY	7,478.08
ASST. CHIEF BRIAN GASCO	12,691.84
FF. ROBERT GASCO	4,653.82
FF. JAMES GOYETTE	193.40
FF. JAKE HAMILTON	3,561.69
FIRE CHIEF RICHARD HAMILTON	32,438.80
REC. MYLES HEBERT	995.18
FF. RAYMOND E. HOBIN, III	4,977.15
CAPT. DAVID KING	5,041.22
LT. FRANCIS KING	6,573.27
FF. RYAN KING	7,413.35
FF. JEFFREY KOSIBA	4,109.94
LT. JOSEPH C. KOSIBA	7,079.37
FF. PAUL KOSIBA	2,860.05
FF. STEVEN KOSIBA	7,048.76
LT. ANDREW KRUMSIEK	2,296.46
FF. ANTHONY KRUMSIEK	6,484.08
FF. KEITH LACROSSE	7,943.91
FF. NICHOLAS LANGEVIN	1,084.93
LT. RICHARD LAVALLEE	4,044.08
FF. TOM LAVALLEE	6,658.18
FF. DONALD LIZOTTE	10,776.43
FF. SAM MACCONNELL	4,246.44
CLERK REGINA A. MARKEY	42,448.88
REC. ALEX NEWLANDS	70.00
CAPT. KEITH NEWLANDS	12,050.00
FF. ALBERT NICHOLSON	2,665.40
FF. JOHN NICHOLSON	1,990.53
FF. TOM O'CONNELL	1,717.41
FF. COLTON PASZKOWSKI	2,220.11
FF. RAY PEARE	7,331.27
ASST. CHIEF STEVEN PISCITELLI	14,399.47
FF. NATHANIEL PRATT	4,351.27
FF. ANDREW RAFFA	1,726.28
REC. MITCHELL ROBBINS	1,958.45
FF. ADAM ROY	1,906.59
DEPUTY CHIEF DAVID J. RUDGE	10,455.09
LT. GORDON SIEBENHAAR	6,806.51
ASST. CHIEF ROBERT SILVER	12,658.89
FF. MARY ANN SMITH	1,341.96
FF. FRANK STACHURA	6,871.11
CAPT. MARK C. STROM	5,434.26
CAPT. WALTER SWENSON	4,271.76
FF. DONALD WYSOTE	4,087.49
TOTAL	356,125.83

COUNCIL ON AGING

To the Honorable Board of Selectmen and Citizens of Millbury:

I respectfully submit the following report for 2019

	Meeting	Present	Absent
Karen Peltier, Chairman	10	10	0
Steven Walinsky, Vice Chairman	10	9	1
Lee Ayotte, Clerk	10	9	1
Richard Townsend	10	7	3
Betty Hamilton	10	3	7
Stuart Mulhane	10	6	4
Edna LaPan	10	10	0
Marie Kosiba	10	9	1
Sarabeth Persiani	10	8	2
Kevin Higginbottom	10	10	0
Joyce Sampson	10	8	2
Judith O'Connor, Director	10	10	0

The Council on Aging office, Senior Center and Drop in lounge are located at 1 River Street. We are in our 46th year serving those 60 years and older.

The days and hours of operation are as follows: Monday through Friday 8:00 A.M. to 4:00 P.M., and Wednesday evening. The Town's elder population is 3,257.

The Council on Aging is working to have the Town of Millbury to become an Aging and Dementia friendly Community.

The following programs and services are being offered:

Information, Referral and Client Advocacy, Intergenerational Programs (Helping Hands, M.O.V.E. Program, Snap Applications, RMV Assistance and Computer Classes), Socialization (cards, bingo, & games), Fuel Assistance Program, Legal Aid, Periodical Informational/Educational Programs, Friendly Visitors Program, Day trips, and Evening Activities.

Nutrition Program: Through a grant from Elder Services of Worcester, we provide a hot lunch program at the Senior Center, Monday thru Friday at 12 noon. Through the Meals on Wheels program we delivered approximately 75 meals per day to the homebound. We provided a total of 10,411 congregate meals and 16,081 home delivered meals. We also deliver holiday, snow days and evening meals to those who qualify. The sponsor for our MOW Drivers is the Millbury Savings Bank.

Our health services include: Podiatrist Clinic, Health Education Clinic, Hearing Aid Clinic; Osteoporosis Forums, Flu Shot Clinic, along with our weekly Stay Well Clinic, Exercise Classes, Yoga, Tai Chi and Zumba Gold are also offered.

New program offered is our Memory Café every 4th Tuesday of the month at the Senior Center. An Alzheimer's, dementia or memory café is a monthly gathering of individuals with memory loss along with their caregivers and/or friends and family in a safe, supportive and engaging environment. The Memory Café is free with the intent of giving everyone a welcome break from the disease. The café is a time to leave the disease at the door and just enjoy ourselves.

Social Activities; There are many social activities that the Council on Aging provides: Cards, bingo, crafts, walking club, sing-a-long, Mah Jong, whist, craft store, movies, Wii bowling, bridge and monthly birthday parties. Our summer concert series this past year were sponsored by Kay Peltier Chair of C.O.A. Board, The Millbury Cultural Council, Care One of Millbury, and The "Friends".

We also worked with the Blackstone Valley Tourism to encourage more events such as the "Chain of Lights". Our evening activities and weekend events are extremely successful and it gives the younger elder population some wonderful things to do and to keep them active.

We also provide day and overnight trips, other miscellaneous activities that take place away from the Center. These are done through the efforts of the Friends of the Millbury Seniors Inc.

Transportation: Through the efforts of the Friends of the Millbury Seniors they provided during the past year 13,519 one way rides to the elderly and handicapped of Millbury. The service also, provides rides for all ADA Clients, (Americans with Disabilities). The service area is one town out in each direction (Auburn, Grafton, Sutton and Worcester), and have a service called Towns Without Borders, to Whitinsville, Northbridge, and Shrewsbury. The "Friends" hold the contract with the WRTA to supply the transportation services to the Town.

Grants Received: The Council on Aging was successful in obtaining several grants, this past year. They were \$34,724.25 from the Executive Office of Elder Affairs for program services for year 2019 at the Senior Center, \$25,000.00 from Millbury Savings Bank for a Fuel Assistance program and \$3,000 for the Meals on Wheels program. Through the effort of our Friends of the Millbury Seniors, they are also providing the funding for the plantings and upkeep of the Victorian Garden. The "Friends" group is the sole support of the Transportation Program that also maintains the mandatory ADA service which the Town is required to provide for the WRTA. They are the sponsor for the Millbury Food Pantry located at the Senior Center. The Friends Group received a Grant in the amount of \$1,500 for the Food Pantry from Fallon Community Health and a \$64,000 grant for a replacement vehicle. The State gives 80% and the "Friends" raises the 20% balance.

The COA is the Co-sponsor with the Board of Selectmen for the Elder Community Work Off Program. Currently we have 26 individuals working in 12 Town Departments. The warrant article was for \$20,000 allowing individuals to earn up to \$1,500 in credits on their property tax bill for a fiscal year.

To the staff: A sincere thanks for doing outstanding jobs and implementing the programs and services at the Senior Center. Special thanks to all the wonderful volunteers who do an outstanding job at a whole variety of different programs, services and special events, we are *104* strong.

The Council on Aging Board and I sincerely thank all Town Departments, Town Agencies, Churches, Merchants, Civic Groups and all the Townspeople for their continued support.

Respectfully submitted

Judith A. O'Connor, Director

MILLBURY HOUSING AUTHORITY

The Millbury Housing Authority hereby presents the annual report for the fiscal year ending September 30, 2019.

This report is dedicated to Judy Flynn, who gave this authority nineteen years of dedication, housing knowledge, and experience, along with her never ending witty remarks. Enjoy retirement, Judy, you definitely earned it!

CHAPTER 200-1

The Chapter 200-1 Program consists of twenty-five Cape Cod houses located on Memorial Drive. These houses were originally built to house veterans after World War II. While veterans are given preference under this program, the units also provide safe, decent, sanitary housing at affordable rents for families of low income regardless of veteran status. The units continue to be completely occupied.

The Housing Authority pays a designated fee “in lieu of taxes” on these properties and pays the ongoing rate designated for sewer usage.

CHAPTER 705

The Housing Authority currently houses eleven low income families under this program. Five families are housed in the scattered site properties owned by the Housing Authority and six families live in a three duplex site located on Burbank Street.

One house was vacated this past summer, and a complete renovation will be completed before it is rented again. Hopefully the work will be completed by late spring.

The Housing Authority pays sewerage use and real estate taxes on all of its 705 properties.

MRVP PROGRAM

At the end of summer 2019 there were two individuals or families participating in the Massachusetts Rental Voucher Program. Participants in this program are entitled to a fixed voucher payment, made directly to their landlord. The voucher payment is based on the household size, income, composition and the geographical location of the rental unit. These vouchers continue to be mobile allowing participants to use the vouchers anywhere in the state.

CHAPTER 667

This program is made up of one hundred forty-six units of low income housing for the elderly and handicapped. Thirty-two of the units located on Pearl Street, sixty units are located on

MILLBURY HOUSING AUTHORITY

Colonial Drive and another fifty-four units are located at 95 Elm Street. All units continue to be fully occupied.

CHAPTER 667-4

The Chapter 667-4, Congregate Housing Program, located on Colonial Drive, consists of five apartments with a total of twenty-three bedrooms. This program is designed to provide affordable housing together with supportive social and health services to help individuals maintain independent living and prevent early and unnecessary rest home or nursing home placement. It provides companionship, yet offers privacy to its participants.

Applicants must meet the same financial requirements as our conventional housing programs to be eligible. For an application or program information, call the Millbury Housing Authority at 508-865-2660 or Lisa Bennes, Congregate Coordinator, at 508-865-2960. The application is also available online, www.millburyha.net under the CHAMP program.

The Millbury Housing Authority continues to act as a sponsor for the Congregate Housing Program under a grant from the Executive Office Elder Affairs.

MAINTENANCE

Our maintenance program involves maintenance of forty-four buildings that include two hundred seven units. Housing Authority maintenance personnel maintain common areas, grounds, and parking lots in our elderly developments. Families in single or duplex housing units maintain their own grounds.

Our maintenance staff consists of three full-time positions; Thomas Austin, Head of Maintenance, Michael Michalak, Sr., and Michael Murray, Maintenance Mechanics. The dedication and excellent work performance of our maintenance department is reflected in the condition of the Housing Authority's properties.

ADMINISTRATION

Management and maintenance of all Housing Authority programs and properties is administered by the Executive Director and approved by the Board of Commissioners. The Housing Authority address is 89 Elm Street, Millbury, MA 01527. Office hours are 8:00am to 3:30pm, closing for lunch from 12:00pm to 1:00pm, Monday through Thursday. On Friday the office is closed to the public.

MILLBURY HOUSING AUTHORITY

The administrative staff consists of four full time employees; Housing Coordinator, Pamela Brayton, Congregate and Housing Service Manager, Lisa Bennes, Programs Manager, Carol Morse and Executive Director, Carol Smith.

ELIGIBILITY REQUIREMENTS

Age Limit	Elderly...60 years of age or older Disabled...No age limit																								
Asset Limit	The asset limit for admission is as follows: (a) When net family assets are \$5,000 or less, the actual income from assets is used. (b) When net family assets are more than \$5,000, the greater of the following is used: (1) Actual income from assets; or (2) Imputed income from assets based on the passbook rate established by HUD.																								
Income Limit (net)	<table><tr><td>1 person</td><td>=</td><td>\$48,100.00</td></tr><tr><td>2 people</td><td>=</td><td>\$54,950.00</td></tr><tr><td>3 people</td><td>=</td><td>\$61,800.00</td></tr><tr><td>4 people</td><td>=</td><td>\$68,650.00</td></tr><tr><td>5 people</td><td>=</td><td>\$74,150.00</td></tr><tr><td>6 people</td><td>=</td><td>\$79,650.00</td></tr><tr><td>7 people</td><td>=</td><td>\$85,150.00</td></tr><tr><td>8 people</td><td>=</td><td>\$90,650.00</td></tr></table>	1 person	=	\$48,100.00	2 people	=	\$54,950.00	3 people	=	\$61,800.00	4 people	=	\$68,650.00	5 people	=	\$74,150.00	6 people	=	\$79,650.00	7 people	=	\$85,150.00	8 people	=	\$90,650.00
1 person	=	\$48,100.00																							
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3 people	=	\$61,800.00																							
4 people	=	\$68,650.00																							
5 people	=	\$74,150.00																							
6 people	=	\$79,650.00																							
7 people	=	\$85,150.00																							
8 people	=	\$90,650.00																							

Anyone meeting the eligibility requirements is encouraged to apply. All regulations are posted at the office of the Millbury Housing Authority located at 89 Elm Street. The link for applications is on our website, www.millburyha.net under both links and documents. The new application process is through the CHAMP program. CHAMP applications are also available at the housing office.

MAJOR PROJECTS

We have been very fortunate to receive state funding for modernization of the housing authority properties. In the past year we have completed the following projects:

Completed the bathroom laminate wall coverings at 10 Colonial Drive, congregate building

MILLBURY HOUSING AUTHORITY

Connected to town sewerage at 230 West Main Street
Installed new sewer line at 10 Colonial Drive, congregate building
Installed water sensors at Colonial Drive
Repaired stone wall at Pearl Street
Installed GFI's at Colonial Drive

THANK YOU

On behalf of the tenants residing in our elderly/handicapped and family developments, I wish to thank the Millbury Police and Fire Departments, and the many organizations, businesses, churches and clubs for the numerous services and kindness rendered them during the year. Lisa Bennes, our Congregate and Housing Service Manager, expresses her thanks to the various churches, organizations and businesses that provide donations allowing her to purchase items such as prescriptions and groceries for residents who cannot afford them on their own.

VETERANS AGENT

To the Honorable Board of Selectman and the Citizens of Millbury:

I respectfully submit the annual report of the Millbury Veterans Service Department for fiscal year ending June 30, 2018.

This department averaged 17 clients being assisted financially and with medical expenses along with assisting them filing for other State and Federal benefits they may be entitled to. Assistance has been provided in enrolling numerous Veterans into the Veterans Affairs health care program allowing them to obtain their health care and prescriptions through the VA.

I wish to extend my thanks to the Board of Selectmen, The Town Manager and other Town Departments for their continued co-operation and assistance in making this department operate in a smooth manner.

VETERAN'S BENEFITS

CASH GRANTS: Ordinary Benefits	\$76,483.79
Fuel/Heat	\$17,982.00
DOCTORS	\$ 1,304.23
MEDICATION	\$ 7,895.88
HOSPITAL AND CLINICS	\$ 2,926.00
DENTAL	\$ 890.00
MISCELLANEOUS (includes health insurance and flags for Veterans graves on memorial day)	<u>\$57,981.19</u>
TOTAL EXPENDITURES FOR FISCAL YEAR 2019	\$165,462.09
DEPARTMENT EXPENSE	
SALARIES (AGENT)	\$16,760.29

Sincerely yours,

Phillip D. Buso
Veterans' Agent

PUBLIC ACCESS CABLE TELEVISION ADVISORY COMMITTEE

To the Honorable Board of Selectmen, Town Manager, and Citizens of Millbury:

The Millbury Television Commission works with Charter Communications and Verizon Communications to establish improve and maintain cable services to residents. The committee posts and updates notices on the community bulletin board. Channel 191 Government, 192 Education, and 194 Public for Charter Subscribers and Channels 24 Education, 26 Government, 28 Public for Verizon Subscribers. Millbury Public Access is funded solely by grants from Charter and Verizon; we do not use tax money to fund our organization.

The committee is comprised of seven members and one associate member. They are as follows:

Paul DiCicco, Chairman
Joseph Coggans, Vice Chair
Richard Carew, Clerk
Mary Krumsiek, Member
Roger Desrosiers, Member
Jeffrey Dore, Member
Robert Sullivan, Member
Michael Lawton, Associate Member

Unfortunately, in January we lost an active committee member and an active producer in Joe Coggans. Joe had his own talk show entitled "On the Light Side" in which he had many wonderful guests. We used to record this program twice a month, most times shooting between three and four (hour long) episode each time. Joe produced 175 episodes of "On the Light Side" in seven short years. In addition to that Joe was the host of "An Evening with Senator Moore" since its inception in 2009 when Mike Moore became our State Senator, which we recorded once a month and produced 95 episodes. In 2016 Joe joined the Millbury Cable Commission to support and protect Public Access Cable and its funding. The Public Access Department and the Cable Television Commission truly miss Joe, and it goes without saying there will never be another like him. "Remember Motorcycles Are Everywhere, So Please Drive Carefully!"

Public Access Television, also known as local origination programming, is a place where ordinary people can create content which is broadcast or cablecast through our cable systems. It is a First Amendment forum, where, the producer holds editorial control. Any Resident may have a program aired on a public access channel.

We are currently negotiating our new cable license agreements with both Charter and Verizon so we can continue to offer our residents the best deal on cable and cable related items. If any resident should have issues with their cable, please don't hesitate to reach out to The Cable Television Committee

We are proud to continue to bring you our original programming, Such as:

PUBLIC ACCESS CABLE TELEVISION ADVISORY COMMITTEE

An Evening with Senator Moore
Celebrity Reader
Local Rock
On the Light Side
Puzzled Parents
Yesterday, Today and Tomorrow
The Naff Report

Millbury Public Access continues to bring you all of your favorite Government meetings, such as: Board of Selectmen, Planning Board, School Committee, Conservation Commission, Redevelopment Authority, Board of Appeals, Cemetery Commission, and Sewer Commission, Just to name a few.

Educational Access Television is set aside to fulfill the needs of the School District. We televise School Committee Meetings (when scheduled) and productions produced by High School Students, which gives residents a chance to see inside the walls of the High School and gives a better understanding of what kinds of events happen during the school year.

Governmental Access Television is a resource of our town hall/municipality. This channel is available to residents to post announcements, or meeting notices, and this is where you will find all of your favorite Government Meetings.

We continue to offer Free Studio Tours and FREE Production Classes for any resident 18 years or older who wishes to get involved in public access. Studio time is available on a first come, first serve basis to any non-profit organization, which is looking for new members or to promote an event they are having.

Millbury Public Access runs on volunteer power the more volunteers we have the more events we can cover. We can't stress enough how much we need volunteers. To become a volunteer or to create your own TV show residents 18 and older are invited to take our Free 8 week training course. Upon completion, you are considered an active producer and you are then able to use the studio and equipment based on availability.

We welcome input from the public and access producers – all are invited to attend our monthly meetings or to contact us. The Committee meets on the Third Thursday in the months of September, November, January, March and May. Meetings are always posted at the Town Hall.

PUBLIC ACCESS CABLE TELEVISION ADVISORY COMMITTEE

Please feel free to contact us at 127 Elm Street, Millbury, MA 01527; or email the Access Director at wmpa13@townofmillbury.net. We can also be reached by phone at 508-865-0847.

You too can become a local celebrity and have a television show of your very own. If that isn't your thing you can volunteer to work on one of our current shows as a Camera Person, Director, Audio Engineer, or Editor.

Respectfully,

Kevin Krassopoulos, Public Access Director

ENERGY MANAGER

To the Honorable Selectmen and the Citizens of Millbury,

I hereby submit an annual report for the year ending June 30, 2019.

Since starting as Millbury's part time Energy Manager in August 2017, I have assisted the Town in obtaining and implementing several grants to benefit the town through beautification, outright monetary savings and a reduction in our carbon footprint.

GREEN COMMUNITIES GRANT PROGRAM

As Energy Manager, I have assisted the Town in achieving the goal of reducing our energy consumption by 20 percent through the Department of Energy Resources' Green Communities Program.

This report summarizes awarded grant funds, identifies recently completed projects and also new FY2019 projects, which were approved in July 2018. To-date, the Town has received \$903,762 and completed 20 projects through this grant program

Town of Millbury, MA Summary of Millbury's Green Communities Program				
Year	Grant Funds received	Number of proposed projects	Number of completed projects	Savings
2011	\$167,025	11	11	tbd
2014	\$247,596	5	4	tbd
2016	\$247,661	5	5	tbd
2018	\$241,480	6	5 (+one pending)	tbd
TOTAL	\$903,762			

In July 2018, Millbury was awarded \$241,480 in grant funding from DOER. The funds will be applied to the following municipal projects:

NEW PROJECTS – FY2018 Green Communities Grant			
	Description	Total Project Cost	Notes
1	Streetlight Conversion to LEDs	\$142,917.49	Complete Nov 2018 except for Elm/Main intersection which will be complete Nov 2019.
2	Building Operator Certification Training	\$3,790	Complete Nov 2018
3	Energy Conservation (Thermostats at the Fire Stations)	\$1,970	complete Nov 2018
4	Library HVAC Modifications	\$80,480	Complete Jan 2019
5	Energy Conservation (Asa Waters Mansion Weatherization Project - Insulation)	\$66,500.00	Pending construction
6	Energy Conservation (Asa Waters Mansion Weatherization Project - windows)	\$2,686.30	Complete Oct 2018

ENERGY MANAGER

RECYCLING GRANTS AND PROGRAMS

Also, as Energy Manager I submitted several grant applications to the Department of Environmental Protection for three recycling initiatives including installation of a swap shop at the transfer station (\$6,000), general recycling programs and materials (\$3,600), and implementation of comprehensive recycling in all the schools (\$30,000). The grants will be awarded in late 2019.

Another recycling initiative is the textile recycling location at the Town Hall. A new bin, sponsored by the non-profit Planet Earth, was placed in the upper parking lot to encourage textile recycling. All proceeds will be used to further recycling initiatives in town.

URBAN TREE PROGRAM

In addition to the above, as Energy Manager I applied for and received a grant from the Department of Conservation and Recreation's Urban Forestry Program. The grant awarded \$5,670 to plant street trees. Planting is scheduled for fall 2019 and spring 2020. Further information including pictures of the sites are on the Planning Department's "Sustainable Millbury" web page.

RENEWABLE ENERGY PROGRAMS

Lastly, the Town submitted a grant application to the Department of Environmental Protection for energy efficiency upgrades at the sewer plant; specifically adding a 24.9 kilowatt solar canopy adjacent to the garage and replacing the heating/cooling system in the administration building. On August 28, 2018, the Town was awarded the grant for \$155,385 for the project as submitted. The project was constructed in summer 2019.

In addition to these grant projects, we continue to do outreach and education through our website, public forums, and social media.

Respectfully Submitted,

Patricia Arp, Energy Manager

HUMAN RESOURCES DEPARTMENT

Human Resources Department Mission Statement

It is the mission of the Human Resources Department to provide quality customer service to the general public and to all employees for their Human Resources needs in the areas of; recruitment, hiring, benefits, compensation, classification, training and development, labor relations, worker's compensation and unemployment. The Town and School District, through its Human Resources Department, is committed to attracting and retaining a knowledgeable and diverse workforce, to fostering professional development, to promoting a harmonious work environment, and to assisting employees in their professional goals through education, training and awareness. The Department will provide information, resources, support and counsel to the School District and all Town Departments with a high level of professionalism, integrity, confidentiality and sensitivity to the needs of the employees and the general public.

The Town of Millbury and Millbury Public School District has had a Human Resources Department since October 2017. The Human Resources Department's primary focus has been and will continue to be the establishment of the Human Resources Department and all of its functions. In the last year, the Human Resources Assistant transitioned to the Human Resources Administrator position to shift its focus to auditing the Town and District's personnel files, both standard and HIPPA/medical files for compliance with immigration laws, tax regulations, privacy/HIPPA mandates, and security. One of the Human Resources priorities include completing the state mandated self-evaluation study (Equal Pay Act) of the Town's job classification and compensation practices, thus protecting the Town for a 3-year period against lawsuits alleging compensation differences based on gender. The Human Resources Department has a webpage on the Town's website with a mission statement (see above), link to employment opportunities, and information on employee benefits.

In addition, the Human Resources Department has conducted compliance reviews of the Town's standardized Human Resources Procedures and forms. Because the Town's standard job application is now out of compliance with state law, all job applications are now being accepted through resume / cover letter packets. The Human Resources Department has been refining and updating a standardized procedure for interviewing candidates. The Town's onboarding packets are in the process of being reviewed and updated. This includes creating a town wide social media policy. Exit interview packets have been designed/published and will be included in the Department's procedures. In this review of the standardized Human Resources Procedures and forms, the Human Resources Director reviewed the interviewing process or procedures used by various Town and School District departments. Standard job postings, which correspond to job

HUMAN RESOURCES DEPARTMENT

descriptions, have been drafted for new vacancies. Standard interview questions have been developed, tailored to specific positions and the job requirements listed in the job descriptions. Interview questions prohibited by law have been described to various managers and eliminated from the interview process. There has also been a six-month assessment procedure created for all new hires.

Within the review, the Human Resources Department has begun to revise and redraft outdated or obsolete job descriptions. These job description revisions will add new sections or update existing sections, describing physical requirements and mental requirements, to comply with OSHA and the ADA; requirements concerning job essential knowledge, skills, or abilities, mandated by best practice, regulation or statute; or “special requirements”, education, or experience that have changed since the last update of the job description. This job description update is the first step in a state mandated self-evaluation study of the Town’s job classification and compensation practices which will give the Town a 3 year “affirmative defense” against lawsuits alleging compensation differences based on gender.

Other tasks, undertaken by the Human Resources Department, include developing an adequate departmental budget that includes safety and wellness trainings for staff, professional development, access to municipal and HR databases, and supplies. The Human Resources Department has improved the Human Resource capabilities through the use of best practices by developing Performance Review forms and procedures for annual reviews of senior staff, reviewing the Town’s Personnel Classification and Salary Plan, and by conducting a “Pay Equity Act” analysis, and drafting a report including any recommended changes. On July 1, 2018, the Massachusetts General Court passed an update (*An Act to Establish Pay Equity*) to the Massachusetts Equal Pay Act (MEPA) which further defines unlawful wage discrimination and adds new protections for employees. Employers cannot pay workers a salary or wage less than what they pay employees of a different gender for comparable work. The law defines “comparable work” as work that requires substantially similar skill, effort, and responsibility, and is performed under similar working conditions.

HUMAN RESOURCES DEPARTMENT

The Human Resources Department has developed and implemented a strategy for financial savings in the procurement of services, insurances, and mandated programs through reviewing Town and School District property, liability, and employee insurance loss runs and expenses. Reviewing Town/District Employee Health Insurance(s) with other options in marketplace. By Investigating insurance purchasing opportunities including group purchasing and loss limiting options and by negotiating with Insurance providers in the procurement of P&C, Liability, and Employee Health Insurance, the Town of Millbury has seen abundant savings.

SUPERINTENDENT

Millbury School Committee

The members of the School Committee wish to express their sincere thanks to the citizens of Millbury for the support we received for the School Department budget at Town Meeting. Because of your continued and strong support, we are able to prepare our children with the skills and competencies they need to be successful far into the 21st century.

Twenty-two meetings were held in Fiscal Year 2019, with Committee attendance as follows:

Jennifer Nietupski	22 – 0
Chris Wilbur	18 – 4
Leslie Vigneau	20 – 1 (Term Expiring May 2019)
Sue Teixeira	20 – 2
Julia Lagerholm	20 – 2
Nancy Prior	4 – 0 (Term Beginning May 2019)

Millbury Public Schools continue to make progress preparing our students for career and college from Pre-K through grade 12. Under the guidance and support of the administration, faculty, and staff, Millbury Public Schools continues to maintain a graduation rate significantly higher than the state average as we send our young adults well prepared for their next chapter in life, college, career or military service. Millbury Public Schools have made great strides under the Superintendent's administration:

- ☐ The High School received its decennial NEASC accreditation after careful preparation and a highly successful site visit;
- ☐ The district's goals and areas of focus continue to be vertically aligned, strengthening communication to all stakeholders continues to be a high priority, and there is a continuous improvement to safety protocols within the district;
- ☐ The co-teaching model, to allow all students to have full access to a challenging curriculum by providing two qualified educators, has been expanded throughout the district based on the initial success of the program;
- ☐ Significant strides to move toward a 1:1 technology ratio at the Jr/Sr high school have been made due to the economic support of both the citizens at the 2019 annual town meeting and the Office of Senator Moore.

The School Committee approved the district for school choice two years ago and so far the program has met with success, filling all available seats and creating a wait list for students wishing to benefit from a Millbury Public school education.

You can read in greater detail the efforts of the school district in the Reports of the Superintendent and Administrators following this report. We would like to again thank the citizens of Millbury for your continued support—both on a daily basis and at Town Meeting.

Respectfully submitted,

Jennifer Nietupski
Chairperson, Millbury School Committee

SUPERINTENDENT

I am pleased to report on the many activities and accomplishments of the Millbury Public Schools, its faculty, staff, and students.

The year was very busy as the school district continued its work on both short-term and long-range instructional and capital improvement goals to meet the needs of all students. Chief among our instructional goals is the implementation of Universal Design for Learning (UDL) framework as the basis of our curriculum development and instructional practices in grades PK-12. The UDL approach emphasizes student engagement, builds in multiple ways to present content in order to reach all learners, and allows students to demonstrate mastery in ways that make sense to them.

The District's three-year strategy for improvement, which includes specific goals and measurable objectives, was accepted by the Millbury School Committee and guides the District's budgeting priorities, professional development offerings, educator and evaluator goals, and each school's improvement plan. Each of the plan's four key objectives (Learning Environment, Student Learning, Professional Learning, and Learning Support) will be achieved through three to four specific and strategic initiatives. This strategy document is available on the Millbury Public School District's website at millburyschools.org.



We are very pleased to report that the Massachusetts School Building Authority (MSBA) has chosen to partner with the Town of Millbury to devise solutions to the structural and programmatic challenges posed by the current Raymond E. Shaw School. The Shaw School Building Committee, made up of engineers, architects, teachers, parents, and representatives from the Finance Committee, the Board of Selectmen, and the School Committee, has been hard at work identifying possible options to improve the learning environment for our students at Shaw.



We are very pleased to report that our schools now offer even greater access to a wide range of 21st Century technology than before. It is our mission to prepare our students to be successful and responsible digital citizens, and recent improvements, including the installation of interactive SmartBoards© and projectors, new desktop computers, and Chromebooks has already made a significant difference for our students and their teachers. We are committed to maintaining technology that is sufficient to not only deliver an increasingly rigorous and varied curriculum, but

SUPERINTENDENT

to enhance and expand high-quality teaching and deeper learning throughout our District. Indeed, in this day and age, ensuring that our students have equal access to technology is no longer a luxury, it has become a minimal and non-negotiable standard. To that end, the District continues to investigate opportunities to provide students in grades 5-12 with access to a device on a 24/7 basis. This initiative, which is often referred to as “1-to-1” or “1:1,” will provide students with access to technology not only during school hours, but also at home, allowing for greater collaboration, student choice, personalization, and connectivity within and beyond the school day. Many of our neighbors have already transitioned to a 1:1 environment and see it as an opportunity to level the technology playing field in their communities and develop critical skills that all students need in the 21st century.

I am very proud to report that for a second year in a row, the entire 9th grade came together as a class through a series of team-building and community service activities that exemplify our core values. Most notably, the entire freshman class engaged in a variety of service activities last spring, including the clean-up of courtyards at Elmwood Street Elementary and the Shaw School, spring-



cleaning in Central Cemetery and the Millbury Senior Center Garden, pruning brush along low flowing streams, and organizing books and cleaning the craft closet at the Millbury Public Library.

There is nothing more important than the safety of our students and the adults who care for them. The District continues to conduct an ongoing and extensive review of its safety procedures under the direction of a standing Safety Committee and

continues to implement a wide range of safety protocols to address critical needs.

- All three schools in the District have conducted successful evacuation and relocation drills, which provide for student safety in the event that a school building must be vacated unexpectedly.
- The School District continues to work very closely with the Millbury Police Department to provide ongoing ALICE training to all staff. The ALICE protocol (Alert, Lockdown, Inform, Counter, and Evacuate) has been widely embraced as a best practice in schools throughout the Commonwealth and represents a significant and positive improvement to our school safety.
- In collaboration with the Millbury Police Department, each school conducts at least one “unauthorized visitor” drill annually to assess our responsiveness to the presence of an unidentified / unauthorized person in the building.
- Additional shatter-proof glass film has been installed in certain areas of the District to provide greater security against an unauthorized intruder.
- The addition of enhanced equipment to secure classroom doors and upgraded security cameras at each school.

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We are especially proud of the District's strong partnership with the Millbury Fire Department and the Millbury Police Department and the incredibly successful School Resource Officer program instituted in each of our schools four years ago. Officer Nikki Oliveri, who is assigned full-time to the schools and as a member of our District's faculty, serves as a resource for students and school employees alike. Her work represents a significant step forward in a community-policing model that has been used across the Commonwealth to improve school safety, strengthen community partnerships, and deliver resources to the school community.



All students in grades 3-10 participated in *Next Generation* MCAS testing, the Commonwealth's new assessment (replacing PARCC: Partnership for Assessment of Readiness for College and Careers), in the spring. The "Next-Gen" MCAS establishes the most rigorous expectations in the nation for our students. In fact, Massachusetts students routinely score first in the nation on other assessments, such as the NAEP, a nationwide test of student achievement. In

addition, if Massachusetts were its own country, it would be second in the world in reading, sixth in science, and fourteenth in math according to the highly-regarded Program for International Student Assessment (PISA).

It is my pleasure to congratulate Alison Drapeau for receiving the 2019 Superintendent's Scholar Award. Alison, who is first in her class with a 102.1 GPA, is the Secretary of Millbury's Student Advisory Council and a member of the Gifted High School program at Holy Cross, where she takes courses alongside college freshmen and sophomores. Alison was recognized in January for her scholarly achievements at the Worcester County Superintendents' Association's Scholars' Luncheon at the College of the Holy Cross. Congratulations Alison!

Respectfully submitted,

Gregory B. Myers
Superintendent of Schools

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Elmwood Street School

I am pleased to report that we had an incredibly positive and successful year at Elmwood. Our focus will always remain on two priorities: ensuring the wellbeing and safety of our students and strengthening teaching and learning practices across grade levels. Our progress in improving both of these priorities has been significant.

While Elmwood has always had strong traditions and supports for students, we continually look for ways to better serve the needs of students and families. Before the year began, we collaborated with many school stakeholders to develop several key improvement objectives related to student achievement and wellbeing. These objectives became our school learning plan goals for the year.

Our first goal of the year centered on Social Emotional Learning (SEL) in order to ensure a clear and shared understanding and commitment about how to best integrate SEL competencies within our curriculum for all students. Using the CASEL framework's five competencies (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making) as a starting point, we integrated SEL into our daily lessons and into our interactions throughout the school. Our SEL committee met several times during the year to check on progress and to help address challenges. Three teacher-led learning walks focused exclusively on how SEL strategies were implemented across the school and helped us chart our growth throughout the year. It was exciting to see how much students and staff grew in their understanding of SEL! The SEL team also explored assessments to help identify students in need of further support. Our hope is to utilize the assessment for the 2019-2020 school year and improve methods of identification for students



needing Tier 2 or Tier 3 levels of support. In addition, we continued our very positive school-wide DREAM assemblies to highlight students who exemplified positive characteristics we highlighted during the school year.

Our second goal for the year (reflecting upon and improving instructional practices), was a continuation of the valuable work done in previous years. Teacher-driven learning walks have become a regular practice and have evolved into a powerful reflection tool for staff. This work has allowed us to not only highlight exemplary teaching practices, but to allow staff to see those practices in action while giving and receiving direct and honest feedback. Professional

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collaboration for the purpose of reviewing assessment data, sharing best practices, and revising the curriculum remains a constant priority at Elmwood and is bolstered by our learning walk activities.

Curriculum alignment, our third goal, was a major undertaking for the 2018-2019 school year with ELA and literacy being major areas of focus. During the previous year, we adopted the *Wonders* program to support literacy in grades K through five. This rigorous and comprehensive resource helped us to push student achievement and growth to higher levels.

We are very proud of our progress in meeting our school's fourth goal: clearly defining tiers of intervention to support individual students in academics and SEL. Our focus for the first year of this three-year goal was to define what our tiers of interventions were, identify what resources and practices we needed to support those tiers, and begin the process of strengthening them throughout the building and district. It was clear that our Tier 1 practices, which addresses instruction for all students in all classes, was bolstered by the adoption of *Wonders* literacy resources and we hope to engage in the same work for our math instructional practices.



Elmwood's fifth goal for the year – enabling students and staff to use technology to enhance student choice, voice, personalization, and connectivity within and beyond the school day – was a major success due to the addition of new technology throughout the school and a commitment to provide students with opportunities to use technology in new and exciting ways to better access



the curriculum and demonstrate what they know. Using the SAMR model (Substitution, Augmentation, Modification and Redefinition) as a starting point, our faculty introduced *Google Classroom* to 2nd and 3rd grade students and explored the exciting possibilities that technology provides for students to collaborate. By the end of the year, our student-to-Chromebook ratio was 2:1, thanks to the generous technology warrant article approved by the Town's voters last spring. We have also been blessed with the support of an

anonymous donor, who has provided \$150,000 in financial assistant to help purchase technology and other materials that directly support our students. This was a much-needed step toward personalizing learning for all students.

SUPERINTENDENT

As always, our community events played a prominent role in the life of our school as we work to engage families in meaningful collaboration throughout the school year. Events such as Community Reading Day, STEAM Night, Literacy Nights, our bi-annual Book Fair, and the Fun Run all served as opportunities to connect students, staff, and families to the community as a whole. One event in particular accomplished this collaboration in ways that made our entire school community proud. Our second annual Special Olympics event at Elmwood showcased our wonderful intensive special needs students along with three classes from kindergarten and 1st grade. On the day of the event, parents and families joined us in the gym to cheer on and encourage our athletes as they worked together in each event. This was a tremendous time for the community to support our students and highlight their abilities to the school as a whole. Volunteers from Fidelity Bank brought an ice cream truck for the athletes and students from Millbury's National Honor Society served as coaches for the students. Many thanks to Ms. Molly Bicchieri, Ms. Kelly Beahn, Ms. Michelle Polissack and the ABA staff for organizing such a special event, an event that encapsulated the spirit of Elmwood and our desire to create an inclusive environment where all students can succeed.

Respectfully submitted

Andrew Hall, Principal
Corey Burke, Assistant Principal

The Raymond E. Shaw School

The students and staff of the Raymond E. Shaw Elementary had an extremely successful 2018-2019 school year. Our entire learning community continues to focus on maximizing academic achievement by making data-driven decisions in order to improve instructional practices while meeting the individual needs of our students.

I am pleased to report that we have successfully completed the second year of our co-teaching initiative. Co-teaching promotes the close collaboration of a regular education and a special education teacher as they deliver lessons to a full-inclusion classroom. This research-based approach allows us to expose all students to a rigorous, standards-based curriculum in the general education setting. As teachers and students become more comfortable with the co-teaching model at each grade level, we plan to expand co-teaching to more classrooms for the 2019-2020 school year. In order to fully support our staff and students, we continue to devote a great deal of our professional development time to this initiative as we focus on personalized and specially-designed instruction.

SUPERINTENDENT

The Shaw staff continued to embrace a district-wide focus on Social-Emotional Learning (SEL). Each of our monthly staff meetings include a study of the CASEL model of SEL and discussions about best practices in the classroom.

The Raymond E. Shaw School continues to integrate technology into its teaching and learning practices, becoming a 2:1 school thanks to recent investments in Chromebooks for students. This increase in digital access to the school's educational programs, enhanced collaboration and personalization, and preparation for college and career readiness for all students. Additionally, this supported our transition to becoming a fully computer-based school for spring MCAS testing.

As a result of our previous English Language Arts curriculum review, our 4th and 5th grade ELA teachers successfully implemented a new literacy curriculum called *Wonders*, a rigorous standards-based resource designed to push student thinking and raise critical literacy skills.

Respectfully Submitted,

Andrew Tuccio, Principal

Erin Rosencranz, Assistant Principal

Millbury Memorial Junior/Senior High School

During the 2018-2019 school year, Millbury Memorial Junior-Senior High School students participated in a variety of exciting and rewarding events that embodied our core values and beliefs about learning. As a learning community, it is critical that we provide our students with rich opportunities for academic and social growth, opportunities that are anchored in support systems and structures, provide a greater sense of community, and strengthen their connection to what we affectionately refer to as *Woolie Pride*.

I am very pleased to report that we successfully completed our Decennial Accreditation review with the New England Association of Schools and Colleges (NEASC), which included a four-day



on-site evaluation by a team of fourteen educators from across New England. This team, which included classroom teachers, building administrators, and central office administrators, assessed our overall performance in the seven Accreditation Standards: Core Values and Beliefs about Learning, Curriculum, Instruction, Assessment for Learning, School Culture and Leadership, School Resources for Learning, and Community Resources for Learning. We were thrilled to have received a very positive report filled with excellent feedback, all of which will help us

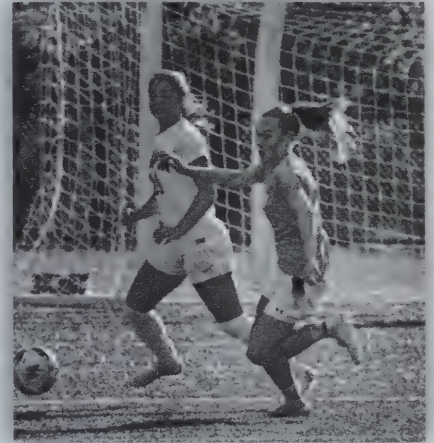
SUPERINTENDENT

strengthen our practices as a school community moving forward. This feedback will be utilized to shape our two-year and five-year improvement plans, both of which are required elements of our upcoming accreditation cycle.

As a district, we are implementing meaningful Multi-Tiered Systems of Support (MTSS), including a formal co-teaching initiative throughout grades 7 - 12. The goal of this work is to maximize the number of students receiving classroom instruction in the general education setting with both a special education teacher and general education teacher delivering content and instruction. We look forward to expanding this initiative into the 2019-2020 school year by providing all of our co-teaching faculty with extended professional development in order to maximize their instructional practices and co-teaching effectiveness within the classroom.

Another integral part of our MTSS work has focused on the District's integration of Social-Emotional Learning (SEL) experiences within the curriculum and as part of everyday classroom practice. As part of both the District Learning Plan and each school's School Learning Plan, we continue to create a common language and understanding around the CASEL model and its five competencies (Self-Awareness, Self-Management, Responsible Decision-Making, Relationship Skills, and Social-Awareness). This work will help us to best support the social-emotional needs of our students and provide all of our teachers with an understanding of what Tier 1 support within the classroom can look like. We are committed to continuing and expanding upon this work throughout the 2019-2020 school year and beyond as we are committed to best supporting our students.

Our SEL work has also provided our school with the opportunity to directly involve the student



body in school-wide improvement initiatives. The Student Wellness Advisory Team (SWAT), for example, has provided our students with a platform to collaborate with their peers within the building, as well as across the state, in order to increase the promotion and understanding of social-

emotional learning at a student-level within our building. The SWAT team was able to host a student-led health and wellness day for our faculty as well as to organize and plan a Wellness Camp for our students. During these wellness days, students are provided with a variety of choices

SUPERINTENDENT

and activities that are outside of the typical classroom experience in order to help them find ways to connect with the school community.

Our second year of the Freshmen in Action program has again allowed our students to understand the importance of civic engagement and citizenship, both of which tie directly to our core values and beliefs about learning. The Freshmen in Action program's objective is to build a sense of belonging and togetherness through several school-based and outside-of-school activities for our freshmen class. An example of this from 2018-2019 was a hiking trip that our students took to Mount Wachusett. Our culminating experience is to then have our students go out into the community to a variety of locations in order to provide services and/or experiences that help support the larger community as a whole.



In addition to our Freshmen in Action program, we continuously find opportunities for our students to be involved in leadership opportunities both within the building and across the community as a whole. This is exemplified by our 8th grade Heritage Days and field trip to Washington DC. These trips are tied directly to our curriculum standards and serve as opportunities for students to make real-life connections to their classroom experiences.

We continue to review and revise our Program of Studies to ensure that our course offerings offer a variety of rigorous learning experiences for all students. For the 2018-2019 school year, we spent significant time revising and adjusting the curriculum for each of our courses to ensure that they were standards-based and in alignment with updated Curriculum Framework Standards. We believe that a constantly evolving Program of Studies that reflects a challenging and varied curriculum will allow our students the best opportunity to engage in learning that is practical, relevant, and connected to real world experiences.

In closing, we are committed to providing our students with an overall experience that supports the “whole child.” This includes our students academically, socially, and emotionally, as well as finding an assortment of opportunities to get them involved in both the school and the community. We are fortunate to offer over twenty co-curricular clubs and activities, in addition to a diverse athletics program, to all of our students grades 7-12. Our hope is that all students will take advantage of these opportunities to grow and connect from seventh grade through graduation.

Respectfully submitted,

Christopher Lowe, Principal
Anne Thompson, Assistant Principal
Jon Krol, Assistant Principal

Blackstone Valley Vocational Regional School District
Fiscal Year 2019 Annual Report
July 1, 2018-June 30, 2019

A Message from the Superintendent Director

Thanks to you and the consistent work of our District School Committee and instructional team, our students continue to experience an outstanding quality vocational-technical education like no other during Fiscal Year 2019. We truly value and appreciate your ongoing investment and personal support of your multiple municipality school system; it is invaluable.

Our Annual Report provides an ideal opportunity, which has become our custom, to go beyond the facts and figures of our operation and share with you vignettes of our student success stories and District achievements that capture the essence of our mission.

The vast array of skills our students learn while at BVT ensures preparation for whatever comes next. We are proud to be on the front line, pioneering new learning models that are transforming education in new and exciting ways.

Dr. Michael F. Fitzpatrick
Superintendent-Director

FY19: Another Outstanding Year of Achievements

Our students continue to display their mastery of rigorous academic topics and industry-validated vocational technical competencies.

During the 2018-2019 school year, a total of 367 AP course exams were given to 253 students in English Language & Composition, English Literature & Composition, U.S. History, Biology, Chemistry, Calculus AB, Computer Science A, Macroeconomics, Physics 1, and Spanish Language & Culture. The Massachusetts Comprehensive Assessment System (MCAS) tests have played an important role in the achievement level of students in the Commonwealth for the past 20 years. Spring 2019, the Department of Elementary and Secondary Education instituted the Next-Gen MCAS, an updated, more rigorous, computer-based test to determine a student's readiness for career and college. This new system of tests also incorporates altered scoring tiers. Our students have an impressive history of high levels of academic success and results on the MCAS. On the initial administration of the Next-Gen MCAS, our sophomores continued that trend. In English, 99 percent of BVT students achieved Competency Determination (a graduation requirement) on the MCAS, and 98 percent achieved CD in Mathematics. In Spring 2019, 179 freshmen took the High School Science MCAS, and 100 percent achieved Competency Determination, while 98 percent scored within the higher range.

BVT Budget Leverages Federal and State Funding to Enhance a Positive Learning Environment

Our School Committee developed the District’s FY19 budget in a manner that adheres to strict state requirements while also responding to the challenges set forth by the State’s Executive Office of Labor and Workforce Development, and the needs of local business and industry. The District’s FY19 operating budget of \$23,802,023 was funded primarily by \$9,036,498 in Chapter 70 & 71 State Aid and \$14,359,525 in Member Assessments. As a dedicated partner of our District towns, we remain committed to further assisting their fiscal management, austerity, and planning by presenting a single, consolidated annual request. Valley Tech operates within the dollars requested regardless of any unforeseen variables within anticipated revenue streams.

Class of 2019: Millbury Graduates

NHS: National Honor Society NTHS: National Technical Honor Society
Evan John Boudreau, Drafting & Design Technology; Madelyn Kaye Bourdeau, Business & Entrepreneurship (NHS/NTHS); Jack James Bristol, Advanced Manufacturing & Fabrication; Emily Irene Donnelly, Health Services (NHS); Jesse Cameron Earnest, Information Technology (NHS); Lindsey Elizabeth Genatossio, Culinary Arts; Ivie Paige Lapointe, Advanced Manufacturing & Fabrication; Brennan Ryan McCarthy, Advanced Manufacturing & Fabrication; Michael Gerald Nugent, Construction Technology; Rylie Hart Rebidue, Construction Technology; and Emily Anya Rose Salonich, Health Services (NHS).

Our School Committee

The Blackstone Valley Tech School Committee is comprised of 13 dedicated individuals, elected district-wide, with representation from each of our member towns.

- Chairman:** Joseph M. Hall – Bellingham
Vice Chairman: Gerald M. Finn – Millville
Assistant Treasurer: Chester P. Hanratty, Jr. – Millbury
Secretary: Anthony M. Yitts – Grafton

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|------------------------------------|-------------------------------|
| Joseph A. Broderick – Blackstone | Jeff T. Koopman – Northbridge |
| John C. Lavin, III – Douglas | Julie H. Mitchell – Sutton |
| Mitchell A. Intinarelli – Hopedale | David R. Bartlett – Upton |
| Dennis P. Braun – Mendon | James H. Ebbeling – Uxbridge |
| Paul J. Braza – Milford | |

- Superintendent-Director:** Dr. Michael F. Fitzpatrick
Assistant Superintendent-Director/Principal: Anthony E. Steele, II
Assistant Superintendent for Finance and Operations: Kurtis W. Johnson
District Treasurer: Barbara A. Auger

Please Note: This condensed report is provided at the request of municipal authorities. A full-length version can be obtained by visiting our website [www.valleytech.k12.ma.us] and/or by contacting the Office of the Superintendent-Director at (508) 529-7758 x3037.

**Municipal Office Building
Hours of Operation**

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Monday - Friday
8:30 a.m. - 4:30 p.m.

Tuesday
Town Clerk and Treasurer/Collector
Open until 7:00 p.m.

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Transfer Station
Tuesday- Saturday
7:00 a.m. - 3:00 p.m.*

*Hours are subject to change

All Offices Closed State and Federal Holidays

Millbury Boards and Commissions (*others as announced)

Name	Schedule	Time	Location
<u>Board of Appeals</u>	Last Wednesday of the month	7:00 PM	Large Conference Room
<u>Board of Assessors</u>	1 st & 3 rd Tuesday	4:30 PM	Assessor's Office
<u>Council on Aging</u>	3rd Wednesday	7:30 AM	1 River Street-Senior Center
<u>Board of Health</u>	2nd Wednesday	4:00 PM	Board of Health office
<u>Board of Selectmen</u>	2nd & 4th Tuesday	7:00 PM	Large Conference Room
<u>Veteran's Office</u>	Tuesday & Thursday	5:30 PM	Veteran's Office
<u>Conservation Commission</u>	1st & 3rd Wednesday	7:00 PM	Large Conference Room
<u>Planning Board</u>	2nd & 4th Monday	7:15 PM	Large Conference Room
<u>School Committee</u>	2nd & 4th Wednesday	7:00 PM	High School Media Center

TOWN OF MILLBURY DIRECTORY

<u>DEPARTMENT</u>	<u>E-MAIL ADDRESS</u>	<u>TELEPHONE</u>
POLICE	EMERGENCY - 911	508-865-3521
FIRE	EMERGENCY - 911	508-865-5328
TOWN MANAGER	jkelly@townofmillbury.net	508-719-8337
SELECTMEN OFFICE	afleming@townofmillbury.net	508-719-8559
TOWN CLERK	jdavolio@townofmillbury.net	508-865-8043
TREASURER/COLLECTOR	dmarlborough@townofmillbury.net	508-865-8040
ASSESSOR'S OFFICE	lkeomani@townofmillbury.net	508-719-8331
BUILDING DEPARTMENT	pstringham@townofmillbury.net	508-719-8313
CONSERVATION OFFICE	aswanson@townofmillbury.net	508-865-6207
DEPT. OF PUBLIC WORKS	kcaruso@townofmillbury.net	508-865-9143
SEWER DEPARTMENT	ariordan@townofmillbury.net	508-865-9143
BOARD OF HEALTH	millburyboh@townofmillbury.net	508-865-4721
PUBLIC LIBRARY	adallair@cwmar.com	508-865-1181
FINANCE DEPARTMENT	avanni@townofmillbury.net	508-865-9132
PLANNING & DEV.	lconnors@townofmillbury.net	508-865-4754
ASA WATERS MANSION	klivoti@townofmillbury.net	508-865-0855
ANIMAL CONTROL	ACO@townofmillbury.net	508-234-7416
COUNCIL ON AGING	joconnor@townofmillbury.net	508-865-9154
SENIOR TRANSPORTATION		508-865-9247
TRANSFER STATION		508-865-3040
VETERANS SERVICE	pbuso@townofmillbury.net	508-865-4743
HUMAN RESOURCES	jcaggiano@townofmillbury.net	508-865-4710
EMERGENCY MANAGEMENT	ema@townofmillbury.net	508-865-5328
AQUARION WATER CO.		508-865-0555
<u>SCHOOL DEPARTMENT</u>		
SUPERINTENDENT	gmyers@millburyschools.org	508-865-9501
BUSINESS OFFICE	rbedard@millburyschools.org	508-865-9501
MILLBURY HIGH SCHOOL	clowe@millburyschools.org	508-865-5841
SHAW SCHOOL	atuccio@millburyschools.org	508-865-3541
ELMWOOD STREET	ahall@millburyschools.org	508-865-5241

PLEASE VISIT OUR FACEBOOK PAGE AND OUR WEBSITE AT
WWW.MILLBURY-MA.ORG